



## **Section IX: Shared Expenses**

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### **Benefits**

Employee Fringe Benefits & Insurance	IX.3
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Property & Liability Insurance	IX.13
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Contributory Retirement	IX.15
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Non-Contributory Retirement	IX.20
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Debt Service	IX.21
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Facilities Management	IX.33
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# ***Town of Natick***

FY 2014 Preliminary Budget

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## Changes in Employee Fringe Since 1/2/2013

The Employee Fringe Budget has seen a wide variety of changes since the original submission. Those changes are:

- 1) Final setting of Health Care Rates by the West Suburban Health Group on 2/19/2013
- 2) Reduction in request of new hires from 34 FTE's to 26.5 FTE's
- 3) Reduction of Safety Nets
- 4) Addition of Long-Term Disability for Non-union Employees
- 5) Reduction of Buy-Out Allocations

### 1) Final setting of Health Care Rates by the West Suburban Health Group on 2/19/2013

The original budget forecast health care increases of 8% as of 1/2/2013. Final rates as voted by the West Suburban Health Group are only rising 4%. The resulting savings is shown below:

	<u>Original</u>	<u>Revised</u>	<u>Difference</u>
Active	\$ 9,355,348	\$ 9,061,755	\$ (293,593)
Cushion for mid-year plan adds	\$ 219,403	\$ 211,045	\$ (8,358)
Retirees	\$ 3,075,747	\$ 3,019,593	\$ (56,154)
<b>Total</b>	<b>\$ 12,650,499</b>	<b>\$ 12,292,394</b>	<b>\$ (358,105)</b>

### 2) Reduction in request of new hires from 34 FTE's to 26.5 FTE's

New hire requests who are benefit eligible have been reduced from 34 FTE's to 26.5 FTE's for FY 2014. A list of those positions is found under the Budget Detail within this section.

	<u>Original</u>	<u>Revised*</u>	<u>Difference</u>
<b>Total New Benefit Eligible Costs</b>	<b>\$ 433,534</b>	<b>\$ 322,253</b>	<b>\$ (111,281)</b>

\*Includes \$785 additional for Sentinel Benefits Admin Fee & Life Insurance Costs.

### 3) Reduction of Safety Nets

A thorough review of Safety Net usage over the last two years has led Town Administration to recommend a significant reduction of the budget for two of the three safety nets. In FY 2012, only \$33,000 of the nearly \$450,000 allocated was spent. We are recommending the following reductions:

	<u>Original</u>	<u>Revised</u>	<u>Difference</u>
Tier 1	\$ 123,000	\$ 60,000	\$ (63,000)
Tier 2 (Excess Pool)	\$ 100,000	\$ 100,000	\$ -
Tier 3 (Stop-Loss/Catastrophic)	\$ 250,000	\$ 150,000	\$ (100,000)
<b>Total</b>	<b>\$ 473,000</b>	<b>\$ 310,000</b>	<b>\$ (163,000)</b>

### 4) Addition of Long-Term Disability for Non-union Employees

It has been a goal of Town Administration to eliminate sick-leave buy-back provisions for Town Employees wherever practical. For non-union employees, we are proposing that long-term disability insurance be purchased starting in FY 2014 to protect both the employees and the Town in lieu of a sick-leave buy-back incentive. This cost is \$18,000 and will cover municipal non-union employees.

### 5) Reduction of Buy-Out Allocations

With a series of settled union contracts and the subsequent elimination of sick-leave buy-back provisions in tandem with several high-profile retirements in FY 2013, the amount set-aside for retirement buy-outs in FY 2014 can be reduced. A reduction of \$35,000 (\$10,000 for Police and \$25,000 for Public Works) is being proposed in Retirement Buy-Outs.



# Town of Natick

Home of Champions

Changes since 1/2 -



## Department: Employee Fringe

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ %	
Other Personnel Services						
Worker's Compensation	456,741	444,314	530,000	505,000	-25,000	-4.72%
Unemployment	187,467	201,375	215,000	240,000	25,000	11.63%
FICA (All)	727,919	824,854	750,500	850,000	99,500	13.26%
Drug & Alcohol testing	4,199	2,900	4,500	5,000	500	11.11%
<b>Medical Insurance (s)</b>	12,425,155	12,149,914	12,947,459	<b>13,091,526</b>	144,067	1.11%
Public Safety Medical (111F)	116,927	182,770	200,000	217,500	17,500	8.75%
LIUNA	177,279	178,444	187,550	196,548	8,998	4.80%
Benefits Reserve	0	17,024	50,000	50,000	0	0.00%
<b>Long-Term Disability</b>	0	0	0	<b>18,000</b>	18,000	100.00%
<b>Retirement Buy-Out Program</b>	97,294	125,031	200,000	<b>165,000</b>	-35,000	-17.50%
<b>Total Other Personnel Services</b>	<b>14,192,982</b>	<b>14,126,627</b>	<b>15,085,009</b>	<b>15,338,575</b>	<b>253,566</b>	<b>1.68%</b>
Merit/Performance Raises*	18,750	31,750	24,007	150,000	125,993	524.82%
<b>Total Performance Plan</b>	<b>18,750</b>	<b>31,750</b>	<b>24,007</b>	<b>150,000</b>	<b>125,993</b>	<b>524.82%</b>
<i>*Please see next page for explanation</i>						
<b>Total Employee Fringe</b>	<b>14,211,732</b>	<b>14,158,377</b>	<b>15,109,016</b>	<b>15,488,575</b>	<b>379,559</b>	<b>2.51%</b>

### Budget Overview:

This budget covers all fringe benefits, insurances, testing's and non-retirement system related pension contributions for all employees of the Town of Natick funded through the General Fund. It includes the following budget allocations:

- Unemployment - Worker's Compensation - FICA (payroll taxes) - Health Insurance - Life Insurance - LIUNA Pension Contributions - Retirement Buy-Outs - Drug & Alcohol Testing

### Major Points for Health Care/Benefits for FY 2014:

- Higher Health Care Rates: Health care rates will increase 4% from FY 2013 rates to FY 2014 for the Rate Saver plans. Non-rate saver plans (PPO's) are projected to increase 12%. A detailed summary of each HMO option is attached to this budget. Rates have been voted by the West suburban Health Group on February 19th, 2013.
- Cushion for mid-year plan changes: It is possible (and experience shows likely) that employees who currently do not currently opt to take benefits may come onto the Town's plan either in an individual or family capacity. To that end we have budgeted 20 extra plans in the Insurance Group Health & Life categories to handle this increase.
- New Employee Hires: We are adding 34 new plans on top of the budget increases and plan changes and differentials for new employees to ensure that their benefits are accounted for. We may not need those appropriations. Any amount appropriated and unspent returns to Free Cash at year's end.



# Town of Natick

Home of Champions

Changes since 1/2 -

Department: Employee Fringe

## Budget Detail:

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
Worker's Compensation	456,741	444,314	530,000	505,000	-25,000	-4.72%
Insurance Unemployment	187,467	201,375	215,000	240,000	25,000	11.63%
FICA {Medicare}	727,919	824,854	750,000	850,000	100,000	13.33%
FICA {Social Security}	0	0	500	500	0	0.00%
DOT Testing	4,199	2,900	4,500	4,500	0	0.00%
<b>Insurance Group Health &amp; Life</b>	12,425,155	12,149,914	12,947,459	<b>13,091,526</b>	144,067	1.11%
Public Safety C41 S111F Medical	116,927	182,770	200,000	217,500	17,500	8.75%
LIUNA Pension	177,279	178,444	187,550	196,548	8,998	4.80%
Employee Benefits Reserve	0	17,024	50,000	50,000	0	0.00%
<b>Long-Term Disability</b>	0	0	0	<b>18,000</b>	18,000	100.00%
-- Retirement Buy-out Program ---						
Fire Department	17,409	11,740	75,000	75,000	0	0.00%
<b>Police Department</b>	58,326	46,337	50,000	<b>40,000</b>	-10,000	-20.00%
<b>Public Works Department</b>	10,780	66,954	75,000	<b>50,000</b>	-25,000	-33.33%
Salaries Sick/Vacation Buy-Back	0	9,579	0	0	0	0.00%
<b>Other Personnel Services</b>	<b>14,192,982</b>	<b>14,136,206</b>	<b>15,085,009</b>	<b>15,338,574</b>	<b>253,565</b>	<b>1.68%</b>
Merit/Performance Raises*	18,750	31,750	24,007	150,000	125,993	524.82%
<b>Performance Plan</b>	<b>18,750</b>	<b>31,750</b>	<b>24,007</b>	<b>150,000</b>	<b>125,993</b>	<b>524.82%</b>
<b>Total Employee Fringe</b>	<b>14,211,732</b>	<b>14,167,956</b>	<b>15,109,016</b>	<b>15,488,574</b>	<b>379,558</b>	<b>2.51%</b>

\*Actual FY 2013 Appropriated amount is \$90,000. To date, \$65,993 has been disbursed in performance raises to Personnel Board employees, and is reflected in revised FY 2013 Appropriated amounts in each departmental budget. For more detail on the FY 2014 Preliminary request, please see detail on ensuing pages. For more detail on spenddown patterns FY 2011-2013, please see below.

*Merit/Performance Raises	FY 2011	FY 2012	FY 2013	FY 2014	Diff (\$)	Diff. (%)
Appropriated	\$ 18,750	\$ 37,500	\$ 90,000	\$ 150,000	\$ 60,000	66.67%
Expended (to-date)	\$ 18,750	\$ 31,750	\$ 65,993			
<b>Remaining (or closed out)</b>	<b>\$ -</b>	<b>\$ 5,750</b>	<b>\$ 24,007</b>			

## New Municipal Plan Adds

6.5

as of 2/25/2013

DPW Recycling Laborers	2
Information/Communication Specialist	1
Deputy Police Chief	0.5
Special Needs Coordinator	1
Benefits / Payroll Assistant	1
Young Adult Librarian	1

## New School Plan Adds

19

## New Shared Plan Adds

1

## Total Adds (New Benefit Eligible Hires)

26.5

Additional Plan Costs:	
Municipal	\$ 78,851
School	\$ 230,486
Shared	\$ 12,131
<b>Total</b>	<b>\$ 321,468</b>



## ***Town of Natick***

Home of Champions

Department: Employee Fringe

Line-Item Detail

Narrative:

**Workers Compensation:**

Line item contains the amount based on a premium assessed by our carrier MEGA as well as a portion for employees who have are currently on long term disability due to an injury during the performance of their job.

**Unemployment Insurance:**

Line item is set aside for any unforeseen lay offs or reduction in the work force. This amount is for both the School Department and the Municipal Departments. Estimate for Fiscal Year 2014 is higher than FY 2013; more is requested. *Please see the following pages for more detail.*

**FICA (Medicare):**

The Consolidated Omnibus Budget Reconciliation Act of 1985 amended the Internal Revenue Code so that the hospital insurance (Medicare) portion of the Federal Insurance Contributions Act (FICA) applies to wages paid for services rendered after 3/31/86 by employees hired after 3/31/86. The tax is equal to 1.45% of the employee's pay. The employer is required to contribute an amount equal to that deducted from the employee's pay, an additional 1.45%. *Please see the following pages for more detail.*

**FICA (Social Security):**

Small percentage of the work force three (3) employees who are ineligible to join the retirement system as they started their employment with the town at age 60 and would not be eligible for a pension.

**DOT Testing:**

Drug and alcohol testing done on a random basis for certain departments who operate Motor Vehicles (excludes uniformed personnel) this is performed on a monthly basis.

**Insurance Group Health & Life:**

Coverage for all town employees both currently employed and retirees of the town both school and municipal departments who work greater than 20 hours on a regular basis. Percentages paid by the town vary from plan to plan from a low of 50% to a high of 82.5% depending on the coverage selected by the employee. Charts are included in this section to provide greater understanding. Estimates for FY 2014 are based upon February 2013 enrollment counts assuming an 4% growth in rates from FY 2013 from the West Suburban Health Group. *Please see the following pages for more detail.*

**Public Safety Chapter 41 Section 111F:**

This coverage is paid on a premium basis for the uniformed members of the Town of Natick's Police & Fire workforce who become injured while on duty. This pays hospital and medical bills for the injured officer. The Town does receive reimbursement from insurance companies for expenses incurred under this line-item, up to 75% of the total claim. Average reimbursements for the last three fiscal years have been around \$90,000. That money flows to fund balance at the end of year. *Please see the following pages for more detail.*

**LIUNA Pension:**

Laborers' International Union of North America National (Industrial) Pension Fund., a pension provided to the following units of the Town of Natick's workforce:

- Laborers Local 1116
- Clerical Workers
- Supervisors & Administrators (Public Works)
- School Custodial
- Librarian's of the Morse Library (Massachusetts Laborers Benefits).

The contribution rate is set by the collective bargaining agreement or other agreement between the Employer and the Union. The rate must fall within the range of rates accepted by the Pension Fund. The rate may be cents, or dollars-and-cents, for each hour for which a covered employee is paid, or a fixed daily, weekly or monthly amount for each covered employee. The rate ranges. This provides these workers with an additional pension or annuity upon retirement. *Please see the following pages for more detail.*

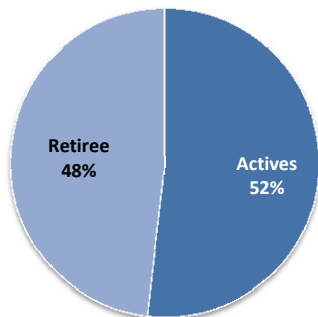
**Retirement Buyout:**

This accounts for the provision in multiple contracts allowing retiring employees to buy-back accrued sick leave. It is only paid out if an individual declares and chooses to retire.

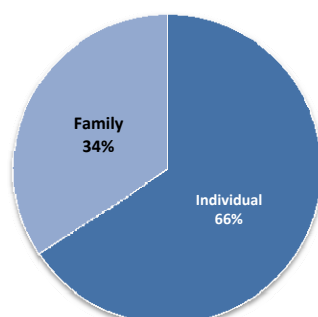
# Employee Health Benefits Summary

	<u>FY 2012</u>	<u>FY 2013</u>	<u>FY 2014</u> 2-Jan	<u>FY 2014</u> 25-Feb
Active				
- Traditional HMO's	\$ 65,292	\$ 16,551	\$ -	\$ -
- Rate Saver HMO's	\$ 8,922,313	\$ 8,713,223	\$ 9,355,348	\$ 9,061,755
Tier #1 Safety Net	\$ 101,317	\$ 123,000	\$ 123,000	\$ 60,000
Tier #2 Safety Net	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
Tier #3 Safety Net	\$ 250,000	\$ 150,000	\$ 250,000	\$ 150,000
Sentinel Benefits Administration Fee	\$ 39,960	\$ 41,094	\$ 42,390	\$ 42,822
Reserves: Individual Plan Adds (Mid-Year)		\$ 63,288	\$ 60,876	\$ 58,405
Reserves: Family Plan Adds (Mid-Year)		\$ 146,784	\$ 158,527	\$ 152,640
New Position Adds (Town: 5.5 / School: 20)		\$ 213,016	\$ 433,534	\$ 321,468
Retiree				
- Retiree Health Plans	\$ 3,355,789	\$ 3,162,242	\$ 3,075,747	\$ 3,019,593
Life Insurance (\$4.25/mo. x Total Benefited Employees)	\$ 39,882	\$ 38,862	\$ 40,035	\$ 40,443
Flu Shots	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
Occupational Health Nurse	\$ -	\$ 20,000	\$ 20,000	\$ 20,000
Sentinel Benefits (\$65/MO)	\$ 780	\$ 780	\$ 780	\$ 780
Cook & Co - Consultants (\$1,500/QTR)	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000
Medicare Penalty Re: Section 18 (FY 2012 - \$2,700/mo. Vs. FY 2013 - \$2,510/MO)	\$ 32,400	\$ 30,120	\$ 30,120	\$ 30,120
All other Miscellaneous Items: (Wellness Programming, Luncheon Seminars, Health Fair, etc.)	\$ 10,000	\$ 15,000	\$ 20,000	\$ 20,000
<b>Total Employee Health Benefits</b>	<b>\$ 12,931,233</b>	<b>\$ 12,847,459</b>	<b>\$ 13,723,858</b>	<b>\$ 13,091,526</b>

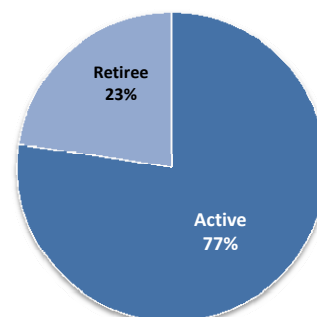
**Participants - Actives  
vs. Retirees**



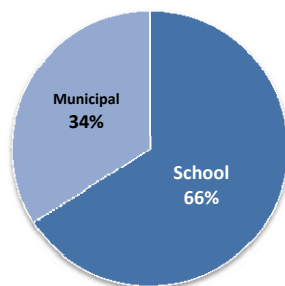
**Participants -  
Individuals vs. Family**



**Cost - Actives  
vs. Retirees**



**Actives: School vs.  
Town Employees**



**Comparative Plan Usage**

Actives

Traditional

- Single

- Family

Rate Savers

- Single

- Family

Retirees

Rate Savers/PPO

- Single\*

- Family

Retiree - Medicare Eligible

**Total**

FY 2012

FY 2013

FY 2014

2-Jan

FY 2014

25-Feb

1

3

319

439

117

63

556

1498

0

0

315

446

109

60

557

1487

0

0

317

468

103

51

574

1513

0

0

324

469

103

51

575

1522

\*Remaining Traditional HMO participants are retirees; participants counted under retiree health counts  
All counts revised as of February 2013 Invoice from West Suburban Health Group.

# Active Employees - Rate Saver HMO's

## Active Employees

Active Employees Plans:							
HEALTH PLANS:		Individual		Family		Total Cost	
	Total	Town Share		Total	Town Share		
	\$	%	\$	\$	%	\$	\$
<b>RATE SAVER EPO PLANS:</b>							
<b>Blue Choice</b>							
Monthly Rates (Regular Members)	628.00	90.00%	565.20	1,685.00	80.00%	1,348.00	
Participants			0			0	
Monthly Rates (Regular Members)	628.00	82.50%	518.10	1,685.00	77.50%	1,305.88	
Participants			40			69	
Monthly Rates (Regular Members)	628.00	80.00%	502.40	1,685.00	75.00%	1,263.75	
Participants			3			1	
<b>Annual Total</b>			<b>\$266,774</b>			<b>\$1,096,430</b>	<b>\$ 1,363,204</b>
<b>Fallon Group Direct Care</b>							
Monthly Rates (Regular Members)	505.00	90.00%	454.50	1,357.00	80.00%	1,085.60	
Participants			0			0	
Monthly Rates (Regular Members)	505.00	82.50%	416.63	1,357.00	77.50%	1,051.68	
Participants			0			2	
Monthly Rates (Regular Members)	505.00	80.00%	404.00				
Participants			0				
<b>Annual Total</b>			<b>\$0</b>			<b>\$25,240</b>	<b>\$ 25,240</b>
<b>Fallon Group Select Care</b>							
Monthly Rates (Regular Members)	542.00	90.00%	487.80	1,460.00	80.00%	1,168.00	
Participants			0			0	
Monthly Rates (Regular Members)	542.00	82.50%	447.15	1,460.00	77.50%	1,131.50	
Participants			28			32	
Monthly Rates (Regular Members)	542.00	80.00%	433.60	1,460.00	75.00%	1,095.00	
Participants			0			1	
<b>Annual Total</b>			<b>\$150,242</b>			<b>\$447,636</b>	<b>\$ 597,878</b>
<b>Harvard/Pilgrim</b>							
Monthly Rates (Regular Members)	610.00	90.00%	549.00	1,590.00	80.00%	1,272.00	
Participants			0			0	
Monthly Rates (Regular Members)	610.00	82.50%	503.25	1,590.00	77.50%	1,232.25	
Participants			136			209	
Monthly Rates (Regular Members)	610.00	80.00%	488.00	1,590.00	75.00%	1,192.50	
Participants			10			2	
Monthly Rates (Regular Members)	610.00	75.00%	457.50				
Participants			8				
<b>Annual Total</b>			<b>\$923,784</b>			<b>\$3,119,103</b>	<b>\$ 4,042,887</b>
<b>Tufts Rate Saver</b>							
Monthly Rates (Regular Members)	645.00	90.00%	580.50	1,688.00	80.00%	1,350.40	
Participants			0			0	
Monthly Rates (Regular Members)	645.00	82.50%	532.13	1,688.00	77.50%	1,308.20	
Participants			94			152	
Monthly Rates (Regular Members)	645.00	80.00%	516.00	1,688.00	75.00%	1,266.00	
Participants			5			1	
<b>Annual Total</b>			<b>\$631,197</b>			<b>\$2,401,349</b>	<b>\$ 3,032,546</b>

Premium Cost Summary		Enrollments	Single	324	Family	469	
Active Health Plans							\$ 9,061,755
Tier #1 Safety Net							\$ 60,000
Tier #2 Safety Net							\$ 100,000
Tier #3 Safety Net							\$ 150,000
Sentinel FSA Costs							\$ 42,822
Individual Plan Reserve							\$ 58,405
Family Plan Reserve							\$ 152,640
<b>Additional Plans (School/Town Position Ad)</b>							<b>\$ 321,468</b>
<b>Total Appropriation Needed</b>							<b>\$ 9,947,090</b>

Enrollments as of 2/2013



# Retiree Health Care

## Retirees - Non Medicare Eligible

Active Employees Plans:							
HEALTH PLANS:	Individual			Family			
	Total	Town Share		Total	Town Share		Total Cost
	\$	%	\$	\$	%	\$	\$
RATE SAVER EPO PLANS:							
Blue Choice							
Monthly Rates (Regular Members)	628.00	82.50%	518.10	1,685.00	77.50%	1,305.88	
			5			7	
Annual Total			\$31,086			\$109,694	\$ 140,780
Fallon Group Select Care							
Monthly Rates (Regular Members)	542.00	82.50%	447.15	1,460.00	77.50%	1,131.50	
Participants			2			1	
Annual Total			\$10,732			\$13,578	\$ 24,310
Harvard/Pilgrim							
Monthly Rates (Regular Members)	610.00	82.50%	503.25	1,590.00	77.50%	1,232.25	
Participants			47			31	
Annual Total			\$283,833			\$458,397	\$ 742,230
Tufts Navigator							
Monthly Rates (Regular Members)	645.00	82.50%	532.13	1,688.00	77.50%	1,308.20	
Participants			41			9	
Annual Total			\$261,806			\$141,286	\$ 403,091
Harvard/Pilgrim PPO							
Rates (Regular Members)	1,750.00	50.00%	875.00	3,886.00	50.00%	1,943.00	
Participants			7			3	
Annual Total			\$73,500			\$69,948	\$ 143,448
Tufts POS							
Monthly Rates (Regular Members)	1,750.00	50.00%	875.00	3,886.00	50.00%	1,943.00	
Participants			1			0	
Annual Total			\$10,500			\$0	\$ 10,500

Premium Cost Summary		Enrollments		\$
Active Health Plans		Single	Family	
		103	51	
Total Appropriation Needed				\$ 1,464,358

## Retirees - Medicare Eligible

Senior Plans:			Individual			Individual		
HEALTH PLANS:	Total	Town Share		HEALTH PLANS:	Total	Town Share		
	\$	%	\$		\$	%	\$	
<b>HPHC Medicare Enhancement</b>				<b>Medex III</b>				
Monthly Rates (Senior Care)	378.00	62.75%	237.20	Monthly Rates (Senior Care)	424.00	61.37%	260.21	
Monthly Rates (Senior Care)	415.80	62.75%	260.91	Monthly Rates (Senior Care)	466.40	61.37%	286.23	
Participants			183	Participants			203	
<b>Total</b>			<b>\$546,924</b>	<b>Total</b>			<b>\$665,562</b>	
<b>Fallon Senior Plan</b>				<b>Tufts Medicare Plus</b>				
Monthly Rates (Senior Care)	279.00	68.05%	189.86	Monthly Rates (Senior Care)	332.00	65.20%	216.46	
Monthly Rates (Senior Care)	293.70	68.05%	199.86	Monthly Rates (Senior Care)	365.20	65.20%	238.11	
Participants			3	Participants			90	
<b>Total</b>			<b>\$7,015</b>	<b>Total</b>			<b>\$116,891</b>	
<b>Tufts Medicare Preferred HMO</b>				<b>BCBS Managed Blue for Seniors</b>				
Monthly Rates (Senior Care)	240.00	71.32%	171.17	Monthly Rates (Senior Care)	402.00	61.99%	249.20	
Monthly Rates (Senior Care)	264.00	71.32%	188.28	Monthly Rates (Senior Care)	442.20	61.99%	274.12	
Participants			84	Participants			12	
			<b>\$181,164</b>	<b>Total</b>			<b>\$37,679</b>	

Medicare Eligible Retirees			Enrollments		\$
			Single	Family	
			575	0	
<b>Total Medicare Eligible Employees (Senior Plans)</b>					<b>\$1,555,235</b>

<b>Total Retiree Health Care</b>					<b>\$3,019,593</b>
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## Unemployment Estimates

Unemployment Insurance is available for any employee who has worked for the Town of Natick - either as a result of being laid off or reduced hours. Historically, the Town of Natick averaged less than \$100,000 in total unemployment expenses until the most recent recession, when in recent years expenses have hovered close to \$200,000 annually. Natick has been fortunate that wholesale reductions in force have not been necessary; but changes within Federal unemployment laws have resulted in much higher long-term benefits being paid to employees eligible to take unemployment from the Town. The estimate for FY 2012 is detailed below.

Fiscal Year 2013 Unemployment	
Original Appropriation	\$ 215,000
Amount Spent through December 2012	\$ 110,915
Balance	\$ 104,085
Average Weekly Expenses	\$ 4,621
Amount Needed through end of year assuming same rate of expense	\$ 129,401
Estimated Balance @ end of year	\$ (25,316)

The Town of Natick is self-insured for purposes of unemployment insurance. The Town receives monthly invoices from the Commonwealth as to who has filed claims, the value of those claims and the duration of those claims. The Town pays those invoices to the state directly, who distributes unemployment checks to those who have filed and qualified for U/I benefits. Current unemployment laws allow for maximum benefit of 26 weeks. Additional 'emergency' or 'extended' benefits can be passed by the Congress at any time forcing the municipality (and any business) to continue providing the unemployed with extended benefits. The Town also employs a third party vendor, to handle direct claims between unemployed individuals and the Town of Natick, as well as reviews the claim requests from the state and assists in management of the Town's liability.

### Estimates for FY 2014

At this time, we are proposing a lump-sum of \$240,000 be budgeted for unemployment benefits for FY 2014. We believe the increase is necessary to handle the increased cost of salaries due to contract settlements and seasonal unemployment costs.

## Chapter 111F Medical (Police/Fire Worker's Compensation)

	FY09	FY10	FY11	FY12	FY13 (5 mos.)	FY14 Budget
CLAIMS	\$ 48,320	\$ 4,376	\$ 8,941	\$ 14,421	\$ 15,580	\$ 25,000
PREMIUMS	\$ 52,949	\$ 79,514	\$ 107,986	\$ 168,349	\$ 134,778	\$ 192,500
TOTAL	\$ 101,269	\$ 83,890	\$ 116,927	\$ 182,770	\$ 150,358	\$ 217,500

## Worker's Compensation

	FY09	FY10	FY11	FY12	FY13 (5 mos.)	FY14 Budget
CLAIMS ADMIN	\$ 6,000	\$ 4,000	\$ 4,000	\$ 3,000	\$ 1,000	\$ 4,000
ON SITE NURSE	\$ 19,344	\$ 19,344	\$ 4,914	\$ -	\$ -	\$ -
PREMIUMS	\$ 356,642	\$ 320,586	\$ 381,481	\$ 397,341	\$ 127,669	\$ 400,000
CLAIMS	\$ 137,527	\$ 76,404	\$ 66,346	\$ 43,973	\$ 16,511	\$ 101,000
TOTAL	\$ 519,513	\$ 420,334	\$ 456,741	\$ 444,314	\$ 145,180	\$ 505,000



# Town of Natick

*Home of Champions*

## Medicare Analysis/LIUNA Details

### FY 2011 Actuals

<b>Appropriated Budget</b>		<b>\$ 759,501.00</b>		
	Month	Medicare	Monthly	Cumulative
July		\$ 20,239	2.66%	2.66%
August		\$ 35,874	4.72%	7.39%
September		\$ 56,853	7.49%	14.87%
October		\$ 59,701	7.86%	22.73%
November		\$ 83,583	11.00%	33.74%
December		\$ 60,429	7.96%	41.70%
January		\$ 56,900	7.49%	49.19%
February		\$ 60,607	7.98%	57.17%
March		\$ 67,871	8.94%	66.10%
April		\$ 58,862	7.75%	73.85%
May		\$ 81,167	10.69%	84.54%
June		\$ 85,835	11.30%	95.84%
<b>Total</b>		<b>\$ 727,919</b>	<b>95.84%</b>	

<b>Budget Balance @ year-end</b>	<b>\$ 31,582</b>
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### FY 2012 Actuals

<b>Appropriated Budget</b>		<b>\$ 750,000.00</b>		
	Month	Medicare	Monthly	Cumulative
July		\$ 18,027	2.37%	2.37%
August		\$ 45,665	6.01%	8.39%
September		\$ 60,259	7.93%	16.32%
October		\$ 62,574	8.24%	24.56%
November		\$ 83,048	10.93%	35.49%
December		\$ 64,376	8.48%	43.97%
January		\$ 76,082	10.02%	53.99%
February		\$ 65,196	8.58%	62.57%
March		\$ 61,754	8.13%	70.70%
April		\$ 64,202	8.45%	79.15%
May		\$ 83,257	10.96%	90.12%
June		\$ 140,414	18.49%	108.60%
<b>Total</b>		<b>\$ 824,854</b>	<b>108.60%</b>	

<b>Budget Balance @ year-end</b>	<b>\$ (74,854)</b>
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# Town of Natick

*Home of Champions*

## Medicare Analysis/LIUNA Details

### FY 2012 Y-T-D & Forecast

(1) Appropriated Budget	\$ 750,000
Through December 15	\$ 331,236
(2) Forecast	\$ 770,438
(1-2) Surplus / (Deficit) @ year-end (estimated)	\$ (20,438)

Budget Request for FY 2014	\$ 850,000
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## LIUNA Contribution for Fiscal Year 2014 Budget

General Fund				
	#Employees	Total Hrs	Rate	Amount
Laborers	36	74,880	0.81	60,652.80
Clerical	24	46,800	0.71	33,228.00
Supervisors/Adm	8	16,640	0.81	13,478.40
Facilities	42	87,360	0.81	70,761.60
Morse Library	21	40,950	0.45	18,427.50
Total				<u>\$196,548.30</u>

Water & Sewer Enterprise				
	#Employees	Total Hrs	Rate	Amount
Laborers	19	39,520	0.81	32,011.20
Clerical	2	3,900	0.71	2,769.00
Supervisors/Adm	4	8,320	0.81	6,739.20
Total				<u>\$41,519.40</u>

## Merit/Performance Set-Aside

Performance Adjustment (COLA)	\$ 90,000
Market Adjustment	\$ 30,000
One-time Merit Payments	\$ 30,000
Total Merit/Performance	<u>\$ 150,000</u>



# Town of Natick

Home of Champions

## Department: Property & Liability Insurance

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
<b>Operating Expenses</b>						
Purchase of Services	451,853	471,865	553,175	588,175	35,000	6.33%
<b>Total Operating Expenses</b>	<b>451,853</b>	<b>471,865</b>	<b>553,175</b>	<b>588,175</b>	<b>35,000</b>	<b>6.33%</b>
<b>Total Property &amp; Liability Insurance</b>	<b>451,853</b>	<b>471,865</b>	<b>553,175</b>	<b>588,175</b>	<b>35,000</b>	<b>6.33%</b>

### Budget Overview:

#### I. Main Purpose of the Department

To provide property insurance on approximately \$235 million dollars of buildings and \$40 million in contents. Provide \$3 million in general liability coverage plus an additional \$2 million in an umbrella liability policy. Provide commercial fleet auto insurance including collision, comprehensive, and liability coverage. We are insured for boiler & machinery for \$75 million. There are also separate specialty liability policies for public officials liability, school board legal liability, and law enforcement coverage.

#### II. Recent Developments

The escalating costs for property insurance in the "post 9/11 era" have subsided and increases are now tracking in the 5% - 8% range. Thru continually monitoring and bidding our insurance, we believe that we will be able to hold an increase to the 6.3% requested in FY2014. This is an initial estimate - we will have refined estimates by March from our insurers.

#### III. Current Challenges

Continuing to provide the current level of coverage within the budget limits imposed by Proposition 2 ½.

#### IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

None

#### V. On the Horizon

Continue to monitor and sample the market to determine that the Town has solid insurance coverage while avoiding sharp premium increases.

### Budget Detail:

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
Package Policy Property/Liability	297,989	310,682	350,000	385,000	35,000	10.0%
Motor Vehicle	135,445	137,308	157,500	157,500	0	0.0%
Boiler {Steam Vessels}	18,419	17,909	19,425	19,425	0	0.0%
Insurance Deductibles	0	5,966	26,250	26,250	0	0.0%
<b>Purchased Services</b>	<b>451,853</b>	<b>471,865</b>	<b>553,175</b>	<b>588,175</b>	<b>35,000</b>	<b>6.3%</b>
<b>Total Property &amp; Liability Ins.</b>	<b>451,853</b>	<b>471,865</b>	<b>553,175</b>	<b>588,175</b>	<b>35,000</b>	<b>6.3%</b>



# ***Town of Natick***

FY 2014 Preliminary Budget

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# Town of Natick

Home of Champions

## Department: Contributory Retirement

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ %	
<b>Operating Expenses</b>						
Funding Schedule - Completion 2030	5,384,366	5,626,663	6,082,991	6,567,165	484,174	8.0%
<b>Total Operating Expenses</b>	<b>5,384,366</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>484,174</b>	<b>8.0%</b>
<b>Total Contributory Retirement</b>	<b>5,384,366</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>484,174</b>	<b>8.0%</b>

### Budget Overview:

#### I. Main Purpose of the Department

The Natick Retirement System provides pension benefits for many retired employees of the Town of Natick. Established under M.G.L. Chapter 32, the Natick Retirement System is funded via an annual appropriation at Town Meeting. As of 2010, there were 1012 participants in the Natick Retirement System - 559 active, 93 inactive and 360 retired participants and beneficiaries. Eligibility in the system is determined upon your employment status with the Town. If an employee is employed on a permanent basis and works 20 or more hours a week, then that employee is eligible. Enrollment is mandatory for all employees who qualify.

Employees who became members prior to April 1, 2012 are eligible to apply for a pension benefit when they have completed either ten years of creditable service and have reached the age of 55, or have 20 years of creditable service regardless of your age. Employees who became members on or after April 1, 2012 are eligible to apply for a benefit when they have reached age 60 with ten or more years of creditable service or have 20 years of service at any age. Recipients receive a defined benefit plan. The pension allowance is calculated using an employee's years of creditable service, their age at retirement and their highest average salary for 36 consecutive months.

Employees are required by M.G.L. Ch. 32 to contribute a set percentage of their salary and an additional 2% on any salary over \$30,000.00 by regular payroll deductions. The rate of contribution is determined by the date on which an employee first became eligible for membership in a Massachusetts Contributory Retirement System and maintained your funds on deposit.

Before January 1, 1975 - 5%

January 1, 1975 - December 31, 1983 - 7%

January 1, 1984 - June 30, 1996 - 8%

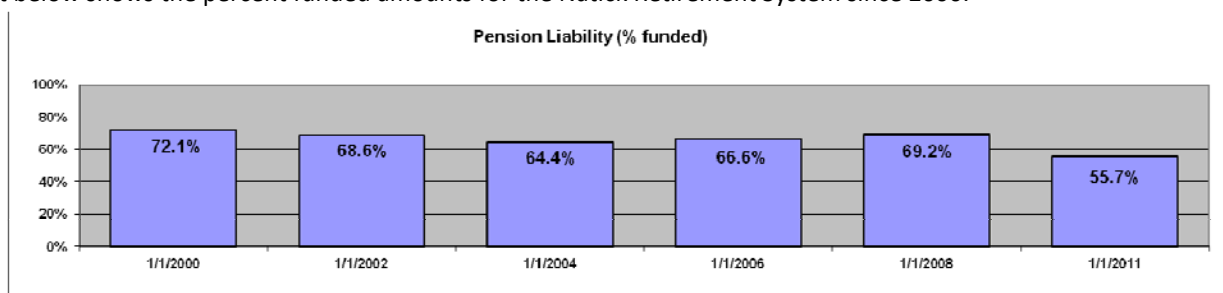
July 1, 1996 - or after - 9%

Employees who were members before January 1, 1979 are NOT subject to the additional 2%, while employees who became members after January 1, 1979 are subject to 2%.

#### Pension Liability

Indicator 8

The chart below shows the percent funded amounts for the Natick Retirement System since 2000.





# Town of Natick

Home of Champions

Department: Contributory Retirement

## Budget Overview: (con't)

### II. Recent Developments

The latest actuarial report, conducted by The Segal Group effective January 1, 2011, found that the Natick Retirement System was funded at a ratio of 55.73%, with actuarial value of assets totaling \$82,431,048 while the actuarial accrued liability totaled \$147,904,433. This is a decrease from the last actuarial, dated January 1, 2008 where the system was 69.24% funded, though it is still less than in 1997 when the system was 73.91% funded. The next actuarial will be completed effective January 1, 2014 and should likely be available sometime in 2014.

### III. Current Challenges

The funding schedule as shown in the FY 2014 budget. It has been approved by the Public Employees Retirement Advisory Commission (PERAC)

### IV. Significant Proposed Changes for the Upcoming Fiscal Year and Budget Impact

As revenues become stagnant while the assessment for the Retirement System continues to increase in order to meet state mandated funding requirements, the impact of the retirement system upon Town operations will increase. State law mandates the pension system must be fully funded by 2040.

### V. On the Horizon

Though formal state regulations mandating the funding of other post-employment benefits (such as retiree health care costs) have not been implemented, accounting regulations (GASB 45) require that municipalities disclose their OPEB liabilities on their year-end balance sheets. While not directly part of the retirement system, these benefits for pensioners will have to be funded somehow in the future, and the Town of Natick will have to develop strategies to manage this liability.

## Budget Detail:

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
Funding Schedule - Completion 2030	5,384,366	5,626,663	6,082,991	6,567,165	484,174	8.0%
Personnel Services	5,384,366	5,626,663	6,082,991	6,567,165	484,174	8.0%
<b>Total Contributory Retirement</b>	<b>5,384,366</b>	<b>5,626,663</b>	<b>6,082,991</b>	<b>6,567,165</b>	<b>484,174</b>	<b>8.0%</b>

Note: The amount shown under funding schedule is a net amount: less those pension assessments for the Natick Housing Authority, the Sassamon Trace Golf Course and the Water/Sewer Enterprise fund. The math is shown below.

Total Assessment for FY 2014	\$ 6,901,304
less NHA Assessment	\$ (107,718)
less Golf Course Assessment	\$ (10,466)
less Water/Sewer Assessment	\$ (215,955)
<b>Net Retirement Assessment (General Fund)</b>	<b>\$ 6,567,165</b>

## Line-Item Detail

**Personnel Services:** Funding Schedule: The annual contribution required under law to meet the Town's pension obligations to its pensioners. The Natick Retirement System is on pace to be fully funded by 2030. Under the most current Massachusetts General Law, the Retirement Board has the discretion to extend the deadline up to 2040.

This amount is **net** of the assessment for the Natick Housing Authority.



# PERAC

COMMONWEALTH OF MASSACHUSETTS | PUBLIC EMPLOYEE RETIREMENT ADMINISTRATION COMMISSION

DOMENIC J. F. RUSSO, *Chairman*

JOSEPH E. CONNARTON, *Executive Director*

Auditor SUZANNE M. BUMP | ALAN MACDONALD | JAMES M. MACHADO | DONALD R. MARQUIS | ROBERT B. MCCARTHY | GREGORY R. MENNIS

## MEMORANDUM

TO: Natick Retirement Board  
FROM: *Joseph E. Connarton*  
Joseph E. Connarton, Executive Director  
RE: Appropriation for Fiscal Year 2014  
DATE: October 16, 2012

Required Fiscal Year 2014 Appropriation: **\$6,901,304**

This Commission is hereby furnishing you with the amount to be appropriated for your retirement system for Fiscal Year 2014 which commences July 1, 2013.

Attached please find summary information based on the present funding schedule for your system and the portion of the Fiscal Year 2014 appropriation to be paid by each of the governmental units within your system. The allocation by governmental unit was determined by Segal as part of their January 1, 2011 actuarial valuation.

If your System has a valuation currently in progress, you may submit a revised funding schedule to PERAC upon its completion. The current schedule is/was due to be updated by Fiscal Year 2015.

If you have any questions, please contact PERAC's Actuary, Jim Lamenzo, at (617) 666-4446 Extension 921.

JEC/jrl  
Attachments

cc: Board of Selectmen  
Town Meeting  
c/o Town Clerk

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TOWN CLERK-NATICK

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# Natick Retirement Board

## Projected Appropriations

Fiscal Year 2014 - July 1, 2013 to June 30, 2014

Aggregate amount of appropriation: **\$6,901,304**

Fiscal Year	Estimated Cost of Benefits	Funding Schedule (Excluding ERI)	ERI	Total Appropriation	Pension Fund Allocation	Pension Reserve Fund Allocation	Transfer From PRF to PF
FY 2014	\$7,733,277	\$6,901,304	\$0	\$6,901,304	\$6,901,304	\$0	\$831,973
FY 2015	\$7,887,435	\$7,453,409	\$0	\$7,453,409	\$7,453,409	\$0	\$434,026
FY 2016	\$8,044,676	\$8,049,681	\$0	\$8,049,681	\$8,044,676	\$5,005	\$0
FY 2017	\$8,205,063	\$8,693,656	\$0	\$8,693,656	\$8,205,063	\$488,593	\$0
FY 2018	\$8,368,657	\$9,389,148	\$0	\$9,389,148	\$8,368,657	\$1,020,491	\$0

The Total Appropriation column shown above is in accordance with your current funding schedule and the scheduled payment date(s) in that schedule. Whenever payments are made after the scheduled date(s), the total appropriation should be revised to reflect interest at the rate assumed in the most recent actuarial valuation. Payments should be made before the end of the fiscal year.

For illustration, we have shown the amount to be transferred from the Pension Reserve Fund to the Pension Fund to meet the estimated Cost of Benefits for each year. If there are sufficient assets in the Pension Fund to meet the Cost of Benefits, this transfer is optional.

# SECTION 3: Supplemental Information for the Town of Natick Contributory Retirement System

## EXHIBIT G

### Department Results as of January 1, 2011

Category	Housing	Public Safety	Water & Sewer Enterprise Fund	Sassamon Trace Enterprise Fund	All Others	Total
1. Demographics						
Actives	13	149	25	2	370	559
Inactives	1	6	1	1	84	93
Retired	0	132	15	0	220	367
Total	14	287	41	3	674	1,019
2. Total normal cost	\$78,449	\$1,884,155	\$130,964	\$15,378	\$2,279,170	4,388,116
3. Administrative expenses	3,933	94,463	6,566	771	114,267	220,000
4. Expected employee contributions	52,477	983,685	117,582	7,539	1,323,676	2,484,959
5. Employer normal cost:						
(2) + (3) - (4)	29,905	994,933	19,948	8,610	1,069,761	2,123,157
6. Employer normal cost as a percent of payroll	4.4%	9.4%	1.5%	11.5%	7.1%	7.7%
7. Actuarial accrued liability	\$2,441,587	\$73,265,629	\$6,558,496	\$94,091	\$65,544,630	\$147,904,433
8. Actuarial value of assets	<u>1,562,696</u>	<u>46,892,426</u>	<u>4,197,654</u>	<u>94,091</u>	<u>41,950,733</u>	<u>94,697,600</u>
9. Unfunded actuarial accrued liability:						
(7) - (8)	\$878,891	\$26,373,203	\$2,360,842	\$0	\$23,593,897	\$53,206,833
10. Payroll	673,966	10,541,427	1,357,758	75,024	14,979,000	27,627,175
11. Fiscal year 2012 appropriation	92,351	2,872,898	185,147	8,973	2,757,387	5,916,756
12. Fiscal year 2013 appropriation	99,739	3,102,730	199,959	9,691	2,977,978	6,390,096
13. Fiscal year 2014 appropriation	107,718	3,350,948	215,955	10,466	3,216,216	6,901,304

Notes: Recommended contributions are assumed to be paid on July 1 and December 31.



# Town of Natick

Home of Champions

## Department: Non - Contributory Retirement

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ %	
<b>Other Personnel Services</b>						
Pensions - Non-Contributory	91,373	75,012	67,209	42,903	-24,306	-36.2%
<b>Total Other Personnel Services</b>	<b>91,373</b>	<b>75,012</b>	<b>67,209</b>	<b>42,903</b>	<b>-24,306</b>	<b>-36.2%</b>

<b>Total Non-Contributory Retirement</b>	<b>91,373</b>	<b>75,012</b>	<b>67,209</b>	<b>42,903</b>	<b>-24,306</b>	<b>-36.2%</b>
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### Budget Overview:

Nearly all employees who have worked for the Town of Natick are part of the Natick Retirement System and have been required to contribute part of their weekly earnings towards the pension system. However a few employees and their beneficiaries have not been required to contribute. Prior to January 1, 1939, employees were not required to contribute into the retirement system. This budget provides for the pensions for those beneficiaries.

### Budget Detail:

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ %	
Pensions Police	4,618	0	4,757	4,900	143	3.0%
Pensions Fire	52,404	40,182	40,902	15,733	-25,169	-61.5%
Pensions School	34,350	34,830	21,550	22,270	720	3.3%
<b>Other Personnel Services</b>	<b>91,373</b>	<b>75,012</b>	<b>67,209</b>	<b>42,903</b>	<b>-24,306</b>	<b>-36.2%</b>
<b>Total Non-Contributory Retirement</b>	<b>91,373</b>	<b>75,012</b>	<b>67,209</b>	<b>42,903</b>	<b>-24,306</b>	<b>-36.2%</b>

### Line-Item Detail:

#### Other Personnel Services:

Pensions - Fire: Pays for 1 pension to beneficiaries of retired firemen.

Pensions - Schools: Pays for 2 pensions of retired school employees.

Pensions - Police: Shares the pension of one retiree with the Commonwealth of Massachusetts.



# Town of Natick

Home of Champions

## Department: Debt Service

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
<b>Operating Expenses</b>						
Leased Equipment	38,066	68,590	82,000	82,000	0	0.00%
Principal	4,685,812	7,575,385	7,511,321	7,901,367	390,046	5.19%
Interest	2,063,373	3,412,016	2,615,110	2,604,164	-10,945	-0.42%
<b>Total Operating Expenses</b>	<b>6,787,251</b>	<b>11,055,991</b>	<b>10,208,431</b>	<b>10,587,531</b>	<b>379,101</b>	<b>3.71%</b>
<b>Total Debt Service</b>	<b>6,787,251</b>	<b>11,055,991</b>	<b>10,208,431</b>	<b>10,587,531</b>	<b>379,101</b>	<b>3.71%</b>

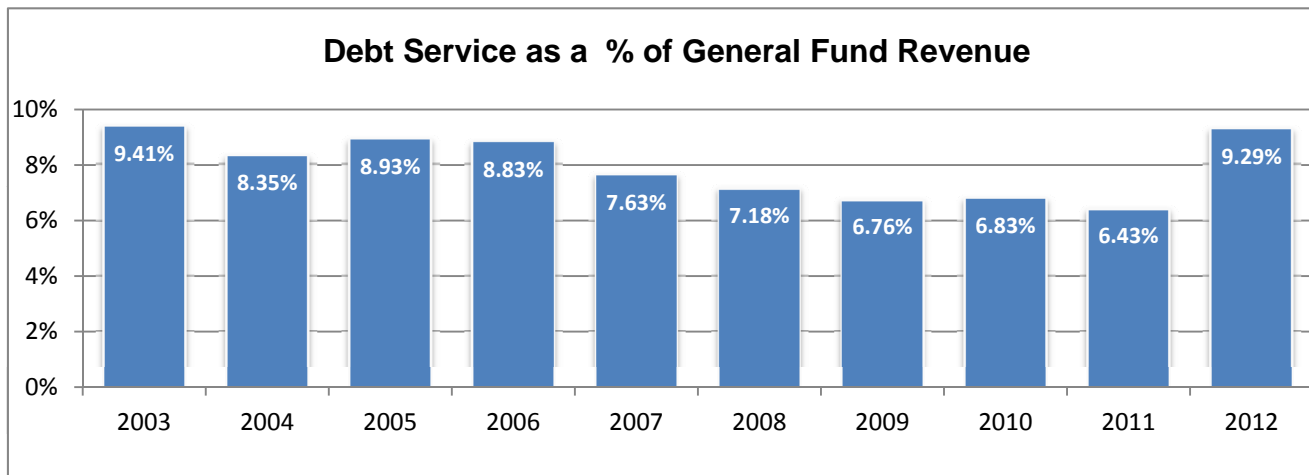
### Budget Overview:

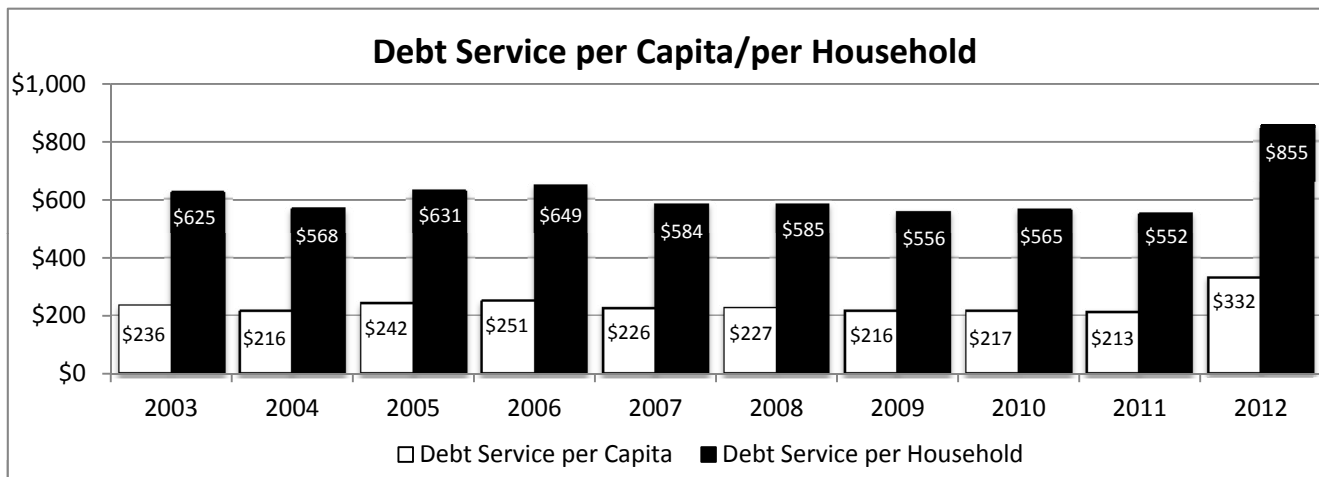
The Town assumes debt to finance many capital projects. Natick's debt is funded through bond issues. State statutes permit maximum terms of bond issues to vary from 5 to 20 years, depending on the purpose of the issue. The Town can only issue new debt with the approval of two-thirds of Town Meeting.

Debt service includes general fund principal and interest payments for both exempt and non-exempt debt as well as temporary borrowing. Also included in these figures are debt issuance costs and leased equipment costs.

Debt is the chief financing tool utilized by municipalities to continually replace and maintain its capital infrastructure. As such, it is important to monitor how much debt the community has at any one point in time and determine what impact the amount of debt service has on the operating budget and the taxpayers. Credit rating agencies monitor the amount of debt a community has just like they monitor individual credit. A variety of factors, including the level of debt service/annual revenues and level of debt service/capita and per household are evaluated by credit rating agencies.

Debt Service is one of the Town's twelve Financial Indicators checked annually for fiscal health.



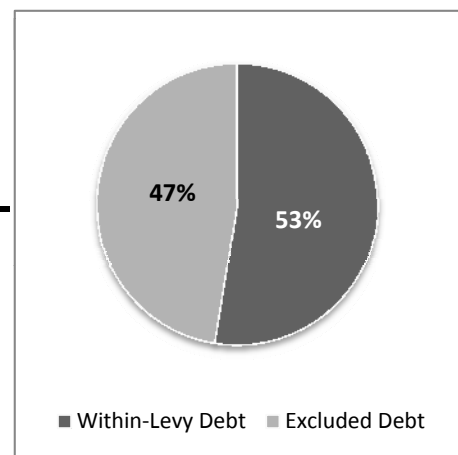


Positively for Natick, the community fares well on this indicator. Not only has debt service per capita remained well within recommended levels at between 8%-10.5% - debt service of 20% of operating revenues is considered a problem and 10% is considered acceptable - but decreased from FY 2006 until last year. Future issuance of debt should be timed so as to minimize its impact upon both the operating budget. This can be achieved by timing new issuances with retirement of current debt service and following the Town Administrator's Recommended Financial Policies on issuing large debt projects (over \$1,000,000) outside of the tax levy.

Debt per capita has grown significantly since FY 2012 when the majority of the debt for the new Natick High School and the new Community/Senior Center began to be serviced. This issuance has been well timed in that it a) received favorable bid prices, b) lower interest rates and c) will be issued after several years of declining debt service amounts.

#### Within-Levy vs. Excluded Debt

	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
Within-Levy Debt	\$ 4,776,367	\$ 744,906	\$ 5,521,273
Excluded Debt	\$ 3,125,000	\$ 1,859,259	\$ 4,984,259
<b>Total</b>	<b>\$ 7,901,367</b>	<b>\$ 2,604,164</b>	<b>\$ 10,505,531</b>



#### Debt Limit

As per M.G.L. Ch. 44, Sec. 10, the Town of Natick can authorize indebtedness up to 5% of the equalized value of the Town.	<b>Current Equalized Value</b>	<b>\$ 6,228,971,060</b>
	<b>Current Debt Limit</b>	<b>\$ 311,448,553</b>
	<b>Current Authorized Debt</b>	<b>\$ 95,287,419</b>

M.G.L. Chapter 44, Section 10: "Except as otherwise provided by law, a city or town shall not authorize indebtedness to an amount exceeding 5 per cent of the equalized valuation of the city or town. A city or town may authorize indebtedness in excess of 5 per cent but not in excess of 10 per cent, of the aforesaid equalized valuation; provided, however, that the amount of indebtedness so authorized shall be subject to the approval of the members of the municipal finance oversight board, which approval may be given either before or after such authorization."



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal	Principal	Balance	Principal
1996	Morse Institute Library	\$ 2,814,028	\$ 155,000	\$ 155,000	\$ 130,000	\$ -	\$ -	\$ -	\$ -	\$ 285,000
2001	Septic Title V (MWPAT) T5-97-1026	\$ 145,813	\$ 7,735	\$ 7,735	\$ 7,735	\$ 7,597	\$ 7,597	\$ 7,597	\$ 15,194	\$ 53,455
2002	Storm Water (MWPAT)	\$ 287,297	\$ 31,441	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Land Acquisition *Refunded	\$ 812,000	\$ 81,200	\$ 72,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 72,500
2003	Fuel Storage (Residential) *Refunded	\$ 490,000	\$ 49,000	\$ 43,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43,750
2003	Fuel Storage (Municipal) *Refunded	\$ 98,000	\$ 9,800	\$ 8,750	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 8,750
2004	Septic Title V (MWPAT) T5-97-1026-1	\$ 92,122	\$ 4,975	\$ 5,102	\$ 5,102	\$ 5,102	\$ 5,102	\$ 5,102	\$ 25,748	\$ 51,258
2008	Landfill Capping *Refunded	\$ 90,370	\$ 10,000	\$ 10,000	\$ 10,000	\$ 5,000	\$ -	\$ -	\$ -	\$ 25,000
2008	Oil Tank Removal / Remediation *Refunded	\$ 306,254	\$ 45,000	\$ 40,000	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ 80,000
2008	Morse Institute Library *Refunded	\$ 1,511,188	\$ 210,000	\$ 205,000	\$ 200,000	\$ -	\$ -	\$ -	\$ -	\$ 405,000
2008	Municipal Complex (Town Hall / Safety) *Re	\$ 341,398	\$ 50,000	\$ 45,000	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ 80,000
2009	Glen Street Drainage	\$ 1,065,000	\$ 110,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 105,000	\$ 80,000	\$ -	\$ 500,000
2009	Glen Street Sidewalk	\$ 355,000	\$ 70,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	Municipal Bldg Improvements	\$ 158,000	\$ 15,917	\$ 15,917	\$ 15,917	\$ 15,917	\$ 15,080	\$ 15,080	\$ -	\$ 77,911
2009	Capital Equipment - Fire Pumper	\$ 400,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 40,000	\$ -	\$ -	\$ 175,000
2009	Capital Equipment - Trash Packers	\$ 525,000	\$ 85,000	\$ 85,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 85,000
2009	Capital Equipment - Catch Basin Cleaner	\$ 190,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ -	\$ 90,000
2009	Septic (MWPAT)	\$ 150,000	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 82,500	\$ 120,000
2010	Trash Packer	\$ 150,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ 100,000
2010	Municipal Complex HVAC	\$ 410,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 80,000	\$ 280,000
2010	Sidewalk Tractor	\$ 117,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 70,000
2011	Community Senior Center	\$ 8,850,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 445,000	\$ 5,735,000	\$ 7,960,000
2011	Roads - Oak St	\$ 2,000,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 135,000	\$ 1,055,000	\$ 1,730,000
2011	Roads - Pave Rt27	\$ 120,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ -	\$ -	\$ -	\$ 70,000
2011	Storage Bldg - Oak St Gravel Pit	\$ 100,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 30,000	\$ 80,000
2011	Ambulance	\$ 130,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ -	\$ -	\$ -	\$ 75,000
2011	Fire - Radio Equipment	\$ 150,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ -	\$ -	\$ -	\$ 90,000
2011	Fire - Engine Replacement	\$ 400,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 40,000	\$ 120,000	\$ 320,000
2011	Dept Equip - Fire C2 / DPW H52	\$ 100,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ 60,000
2011	Bldg Remodel - Police Dispatch	\$ 150,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 45,000	\$ 120,000
2011	Replace DPW Dump Truck H-44	\$ 180,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 45,000	\$ 140,000
2011	Replace DPW Dump Truck H-53	\$ 180,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 45,000	\$ 140,000
2012	Community Senior Center	\$ 1,150,000	\$ 90,000	\$ 90,000	\$ 95,000	\$ 95,000	\$ 95,000	\$ 95,000	\$ 590,000	\$ 1,060,000
2012	Voting Machines	\$ 58,000	\$ 18,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ 40,000
2012	DPW Equip - Dump Truck H-45	\$ 190,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 160,000
2012	DPW Equip - Sidewalk Plow	\$ 142,000	\$ 22,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 120,000
2012	DPW Equip - Backhoe H-59	\$ 125,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 105,000
2012	DPW Equip - Heavy Duty Truck - H-40	\$ 60,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 5,000	\$ 5,000	\$ 50,000
2012	DPW Equip - Dump Truck LF-6	\$ 130,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 110,000
2012	DPW Equip - Tractors - LF-14 & LF-15	\$ 70,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 60,000
2012	Senior Center Generator	\$ 120,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 100,000
2012	Recreation Bus #2	\$ 70,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 60,000
2012	DPW Garage Roof	\$ 99,000	\$ 19,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 80,000
2012	DPW Security Upgrades	\$ 66,000	\$ -	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 5,000	\$ 55,000
2012	Eliot & South Street Repairs	\$ 105,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ 80,000
2012	Senior Center Repairs	\$ 155,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 130,000

January 2, 2013



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal	Principal	Balance	Principal
2012	Cole Center Fields	\$ 80,000	\$ 20,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ 60,000
2012	DPW - 75 West Street Expansion	\$ 791,000	\$ 81,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 80,000	\$ 310,000	\$ 710,000
2012	Landfill Capping *Refunded	\$ 2,500,000	\$ 158,000	\$ 146,000	\$ 142,000	\$ 139,000	\$ 139,000	\$ 120,000	\$ -	\$ 686,000
2012	Morse Institute Library *Refunded	\$ 2,250,000	\$ 133,000	\$ 124,000	\$ 120,000	\$ 118,000	\$ 116,000	\$ -	\$ -	\$ 478,000
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,000,000	\$ 530,000	\$ 496,000	\$ 481,000	\$ 470,000	\$ 464,000	\$ -	\$ -	\$ 1,911,000
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,020,000	\$ 543,000	\$ 498,000	\$ 480,000	\$ 461,000	\$ 460,000	\$ 453,000	\$ -	\$ 2,352,000
2012	Landfill Capping (Net of Surplus to G.C.) *Re	\$ 2,456,916	\$ 125,670	\$ 108,630	\$ 107,210	\$ 106,500	\$ 104,370	\$ 103,660	\$ 179,630	\$ 710,000
2013	(Est.) Police - Building Security	\$ 85,000	\$ -	\$ 17,000	\$ 17,000	\$ 17,000	\$ 17,000	\$ 17,000	\$ -	\$ 85,000
2013	(Est.) DPW - Redesign Cottage Street	\$ 250,000	\$ -	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ 250,000
2013	(Est.) DPW - Redesign Pine street	\$ 250,000	\$ -	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ 250,000
2013	(Est.) DPW Equip. - SnowMelter	\$ 232,000	\$ -	\$ 33,143	\$ 33,143	\$ 33,143	\$ 33,143	\$ 33,143	\$ 66,286	\$ 232,000
2013	(Est.) DPW Equip. - Replace H-55	\$ 170,000	\$ -	\$ 24,286	\$ 24,286	\$ 24,286	\$ 24,286	\$ 24,286	\$ 48,571	\$ 170,000
2013	(Est.) DPW Equip. - Replace H-42	\$ 110,000	\$ -	\$ 15,714	\$ 15,714	\$ 15,714	\$ 15,714	\$ 15,714	\$ 31,429	\$ 110,000
2013	(Est.) DPW Equip. - Recycling Packers	\$ 900,000	\$ -	\$ 128,571	\$ 128,571	\$ 128,571	\$ 128,571	\$ 128,571	\$ 257,143	\$ 900,000
2013	(Est.) DPW Equip - Log Loader	\$ 62,000	\$ -	\$ 12,400	\$ 12,400	\$ 12,400	\$ 12,400	\$ 12,400	\$ -	\$ 62,000
2013	(Est.) DPW Equip - LF-3	\$ 62,000	\$ -	\$ 8,857	\$ 8,857	\$ 8,857	\$ 8,857	\$ 8,857	\$ 17,714	\$ 62,000
2013	(Est.) Comm. Serv. - Cole North Field	\$ 450,000	\$ -	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 45,000	\$ 225,000	\$ 450,000
<b>Sub-Total (Gen'l Gov)</b>			<b>\$ 3,782,238</b>	<b>\$ 3,898,856</b>	<b>\$ 3,611,436</b>	<b>\$ 3,140,587</b>	<b>\$ 3,013,620</b>	<b>\$ 2,246,910</b>	<b>\$ 9,164,215</b>	<b>\$ 25,075,624</b>





# Town of Natick

Home of Champions

Department: General Fund Debt Service - Principal

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Principal	Principal	Principal	Principal	Principal	Principal	Balance	Principal
2004	Wilson Middle School	\$ 9,850,000	\$ 495,000	\$ 495,000	\$ 490,000	\$ 490,000	\$ 490,000	\$ 490,000	\$ 2,940,000	\$ 5,395,000
2004	Wilson Middle School	\$ 1,300,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 65,000	\$ 390,000	\$ 715,000
2004	Kennedy Middle School	\$ 1,000,000	\$ 100,000	\$ 100,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000
2008	Lilja School *Refunded	\$ 135,555	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 5,000	\$ -	\$ -	\$ 50,000
2008	Brown School *Refunded	\$ 469,310	\$ 55,000	\$ 45,000	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ 85,000
2009	School Bldg Improvements	\$ 785,000	\$ 79,083	\$ 79,083	\$ 79,083	\$ 79,083	\$ 74,920	\$ 74,920	\$ -	\$ 387,088
2010	Kennedy Renovations	\$ 1,200,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	\$ 240,000	\$ 840,000
2010	Memorial Renovations	\$ 1,670,000	\$ 170,000	\$ 170,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 165,000	\$ 330,000	\$ 1,160,000
2011	High School - Construction	\$ 38,500,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 1,925,000	\$ 25,025,000	\$ 34,650,000
2011	High School - Plans	\$ 947,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 50,000	\$ 595,000	\$ 845,000
2011	High School - Design	\$ 520,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 325,000	\$ 460,000
2011	High School - Feasibility Study	\$ 118,000	\$ 25,000	\$ 25,000	\$ 20,000	\$ 20,000	\$ -	\$ -	\$ -	\$ 65,000
2011	Johnson Boilers	\$ 247,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 70,000	\$ 195,000
2011	Memorial Fire Alarm System	\$ 275,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 75,000	\$ 215,000
2011	Johnson Exterior Windows	\$ 110,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 30,000	\$ 80,000
2012	Johnson Repairs	\$ 203,000	\$ 33,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 25,000	\$ 25,000	\$ 170,000
2012	Johnson Repairs	\$ 90,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 10,000	\$ 10,000	\$ 10,000	\$ 75,000
2012	Kennedy School Equipment	\$ 220,000	\$ 35,000	\$ 35,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 185,000
2012	Johnson School Paving	\$ 75,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ 15,000	\$ -	\$ -	\$ 60,000
2012	Lilja School *Refunded	\$ 7,490,000	\$ 163,000	\$ 141,000	\$ 123,000	\$ 106,000	\$ 89,000	\$ 72,000	\$ -	\$ 531,000
2012	Bennett-Hemenway School *Refunded	\$ 13,200,000	\$ 269,000	\$ 231,000	\$ 203,000	\$ 174,000	\$ 145,000	\$ 116,000	\$ 178,000	\$ 1,047,000
2013	(Est.) Kennedy - 6 Modular Classrooms	\$ 600,000	\$ -	\$ 300,000	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ 600,000
2013	(Est.) Kennedy - Replace HVAC Units	\$ 300,000	\$ -	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 30,000	\$ 150,000	\$ 300,000
2013	(Est.) Kennedy - Replace Electrical Serv.	\$ 150,000	\$ -	\$ 21,429	\$ 21,429	\$ 21,429	\$ 21,429	\$ 21,429	\$ 42,857	\$ 150,000
Estimated	High School - Construction	\$ 2,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,500,000	\$ 2,500,000
<b>Sub-Total (Schools)</b>			<b>\$ 3,729,083</b>	<b>\$ 4,002,511</b>	<b>\$ 3,831,511</b>	<b>\$ 3,440,512</b>	<b>\$ 3,350,349</b>	<b>\$ 3,279,349</b>	<b>\$ 32,955,857</b>	<b>\$ 50,860,088</b>
<b>General Fund Total</b>			<b>\$ 7,511,321</b>	<b>\$ 7,901,367</b>	<b>\$ 7,442,947</b>	<b>\$ 6,581,099</b>	<b>\$ 6,363,969</b>	<b>\$ 5,526,259</b>	<b>\$ 42,120,072</b>	<b>\$ 75,935,713</b>
<b>Total Amount Remaining</b>				<b>\$ 75,935,713</b>	<b>\$ 68,034,346</b>	<b>\$ 60,591,399</b>	<b>\$ 54,010,300</b>	<b>\$ 47,646,331</b>	<b>\$ 42,120,072</b>	<b>\$ -</b>



# Town of Natick

Home of Champions

Department: General Fund Debt Service - Interest

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
1996	Morse Institute Library	\$ 2,814,028	\$ 20,300	\$ 11,620	\$ 3,640	\$ -	\$ -	\$ -	\$ -	\$ 15,260
2001	Septic Title V (MWPAT) T5-97-1026	\$ 145,813	\$ 3,191	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2002	Storm Water (MWPAT)	\$ 287,297	\$ 786	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2003	Land Acquisition *Refunded	\$ 812,000	\$ 4,524	\$ 1,450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,450
2003	Fuel Storage (Residential) *Refunded	\$ 490,000	\$ 2,730	\$ 875	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 875
2003	Fuel Storage (Municipal) *Refunded	\$ 98,000	\$ 546	\$ 175	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 175
2004	Septic Title V (MWPAT) T5-97-1026-1	\$ 92,122	\$ 2,713	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2008	Landfill Capping *Refunded	\$ 90,370	\$ 1,175	\$ 850	\$ 525	\$ 175	\$ -	\$ -	\$ -	\$ 1,550
2008	Oil Tank Removal / Remediation *Refunded	\$ 306,254	\$ 4,163	\$ 2,700	\$ 1,400	\$ -	\$ -	\$ -	\$ -	\$ 4,100
2008	Morse Institute Library *Refunded	\$ 1,511,188	\$ 20,488	\$ 13,663	\$ 7,000	\$ -	\$ -	\$ -	\$ -	\$ 20,663
2008	Municipal Complex (Town Hall / Safety) *Re	\$ 341,398	\$ 4,313	\$ 2,688	\$ 1,225	\$ -	\$ -	\$ -	\$ -	\$ 3,913
2009	Glen Street Drainage	\$ 1,065,000	\$ 22,400	\$ 18,688	\$ 15,013	\$ 11,206	\$ 7,269	\$ 3,200	\$ -	\$ 55,375
2009	Glen Street Sidewalk	\$ 355,000	\$ 2,363	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2009	Municipal Bldg Improvements	\$ 158,000	\$ 3,456	\$ 2,919	\$ 2,361	\$ 1,784	\$ 1,188	\$ 603	\$ -	\$ 8,855
2009	Capital Equipment - Fire Pumper	\$ 400,000	\$ 7,963	\$ 6,444	\$ 4,869	\$ 3,238	\$ 1,550	\$ -	\$ -	\$ 16,100
2009	Capital Equipment - Trash Packers	\$ 525,000	\$ 5,844	\$ 2,975	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,975
2009	Capital Equipment - Catch Basin Cleaner	\$ 190,000	\$ 4,031	\$ 3,356	\$ 2,656	\$ 1,931	\$ 1,181	\$ 600	\$ -	\$ 9,725
2009	Septic (MWPAT)	\$ 150,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2010	Trash Packer	\$ 150,000	\$ 2,500	\$ 1,938	\$ 1,313	\$ 688	\$ -	\$ -	\$ -	\$ 3,938
2010	Municipal Complex HVAC	\$ 410,000	\$ 9,000	\$ 8,100	\$ 7,100	\$ 6,100	\$ 5,000	\$ 3,800	\$ 3,900	\$ 34,000
2010	Sidewalk Tractor	\$ 117,000	\$ 2,288	\$ 1,950	\$ 1,575	\$ 1,200	\$ 925	\$ 625	\$ 325	\$ 6,600
2011	Community Senior Center	\$ 8,850,000	\$ 293,000	\$ 279,650	\$ 266,300	\$ 252,950	\$ 230,700	\$ 217,350	\$ 1,185,100	\$ 2,432,050
2011	Roads - Oak St	\$ 2,000,000	\$ 61,625	\$ 57,575	\$ 53,525	\$ 49,475	\$ 42,725	\$ 38,675	\$ 127,050	\$ 369,025
2011	Roads - Pave Rt27	\$ 120,000	\$ 3,250	\$ 2,500	\$ 1,750	\$ 1,000	\$ -	\$ -	\$ -	\$ 5,250
2011	Storage Bldg - Oak St Gravel Pit	\$ 100,000	\$ 3,000	\$ 2,700	\$ 2,400	\$ 2,100	\$ 1,600	\$ 1,300	\$ 1,900	\$ 12,000
2011	Ambulance	\$ 130,000	\$ 3,500	\$ 2,750	\$ 2,000	\$ 1,250	\$ -	\$ -	\$ -	\$ 6,000
2011	Fire - Radio Equipment	\$ 150,000	\$ 4,200	\$ 3,300	\$ 2,400	\$ 1,500	\$ -	\$ -	\$ -	\$ 7,200
2011	Fire - Engine Replacement	\$ 400,000	\$ 12,000	\$ 10,800	\$ 9,600	\$ 8,400	\$ 6,400	\$ 5,200	\$ 7,600	\$ 48,000
2011	Dept Equip - Fire C2 / DPW H52	\$ 100,000	\$ 2,800	\$ 2,200	\$ 1,600	\$ 1,000	\$ -	\$ -	\$ -	\$ 4,800
2011	Bldg Remodel - Police Dispatch	\$ 150,000	\$ 4,500	\$ 4,050	\$ 3,600	\$ 3,150	\$ 2,400	\$ 1,950	\$ 2,850	\$ 18,000
2011	Replace DPW Dump Truck H-44	\$ 180,000	\$ 5,350	\$ 4,750	\$ 4,150	\$ 3,550	\$ 2,550	\$ 1,950	\$ 2,850	\$ 19,800
2011	Replace DPW Dump Truck H-53	\$ 180,000	\$ 5,350	\$ 4,750	\$ 4,150	\$ 3,550	\$ 2,550	\$ 1,950	\$ 2,850	\$ 19,800
2012	Community Senior Center	\$ 1,150,000	\$ 33,525	\$ 31,365	\$ 29,025	\$ 26,175	\$ 23,325	\$ 19,525	\$ 48,150	\$ 177,565
2012	Voting Machines	\$ 58,000	\$ 1,660	\$ 1,300	\$ 1,000	\$ 700	\$ 400	\$ -	\$ -	\$ 3,400
2012	DPW Equip - Dump Truck H-45	\$ 190,000	\$ 6,150	\$ 5,550	\$ 4,650	\$ 3,750	\$ 3,000	\$ 2,000	\$ 1,000	\$ 19,950
2012	DPW Equip - Sidewalk Plow	\$ 142,000	\$ 4,640	\$ 4,200	\$ 3,600	\$ 3,000	\$ 2,400	\$ 1,600	\$ 800	\$ 15,600
2012	DPW Equip - Backhoe H-59	\$ 125,000	\$ 4,000	\$ 3,600	\$ 3,000	\$ 2,400	\$ 1,800	\$ 1,200	\$ 600	\$ 12,600
2012	DPW Equip - Heavy Duty Truck - H-40	\$ 60,000	\$ 1,900	\$ 1,700	\$ 1,400	\$ 1,100	\$ 800	\$ 400	\$ 200	\$ 5,600
2012	DPW Equip - Dump Truck LF-6	\$ 130,000	\$ 4,200	\$ 3,800	\$ 3,200	\$ 2,600	\$ 2,000	\$ 1,200	\$ 600	\$ 13,400
2012	DPW Equip - Tractors - LF-14 & LF-15	\$ 70,000	\$ 2,300	\$ 2,100	\$ 1,800	\$ 1,500	\$ 1,200	\$ 800	\$ 400	\$ 7,800
2012	Senior Center Generator	\$ 120,000	\$ 3,850	\$ 3,450	\$ 2,850	\$ 2,250	\$ 1,800	\$ 1,200	\$ 600	\$ 12,150
2012	Recreation Bus #2	\$ 70,000	\$ 2,300	\$ 2,100	\$ 1,800	\$ 1,500	\$ 1,200	\$ 800	\$ 400	\$ 7,800
2012	DPW Garage Roof	\$ 99,000	\$ 3,130	\$ 2,750	\$ 2,300	\$ 1,850	\$ 1,400	\$ 800	\$ 400	\$ 9,500
2012	DPW Security Upgrades	\$ 66,000	\$ -	\$ 1,900	\$ 1,600	\$ 1,300	\$ 1,000	\$ 600	\$ 200	\$ 6,600
2012	Eliot & South Street Repairs	\$ 105,000	\$ 3,100	\$ 2,600	\$ 2,000	\$ 1,400	\$ 800	\$ -	\$ -	\$ 6,800
2012	Cole Center Repairs	\$ 155,000	\$ 5,000	\$ 4,500	\$ 3,750	\$ 3,000	\$ 2,400	\$ 1,600	\$ 800	\$ 16,050

January 2, 2013

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# Town of Natick

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## Department: General Fund Debt Service - Interest

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
2012	Cole Center Fields	\$ 80,000	\$ 2,350	\$ 1,950	\$ 1,500	\$ 1,050	\$ 600	\$ -	\$ -	\$ 5,100
2012	DPW - 75 West Street	\$ 791,000	\$ 24,620	\$ 23,000	\$ 20,600	\$ 18,200	\$ 15,800	\$ 12,600	\$ 20,100	\$ 110,300
2012	Landfill Capping *Refunded	\$ 2,500,000	\$ 14,717	\$ 20,220	\$ 17,340	\$ 13,140	\$ 7,580	\$ 2,400	\$ -	\$ 60,680
2012	Morse Institute Library *Refunded	\$ 2,250,000	\$ 9,715	\$ 13,000	\$ 10,560	\$ 7,000	\$ 2,320	\$ -	\$ -	\$ 32,880
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,000,000	\$ 38,817	\$ 51,940	\$ 42,170	\$ 27,960	\$ 9,280	\$ -	\$ -	\$ 131,350
2012	Municipal Complex (Town Hall / Safety) *Re	\$ 9,020,000	\$ 50,585	\$ 69,540	\$ 59,760	\$ 45,740	\$ 27,320	\$ 9,060	\$ -	\$ 211,420
2012	Landfill Capping (Net of Surplus to G.C.) *Re	\$ 2,456,916	\$ 16,265	\$ 22,997	\$ 20,839	\$ 17,636	\$ 13,419	\$ 9,258	\$ 5,382	\$ 89,531
2013	(Est.) Police - Building Security	\$ 85,000	\$ -	\$ 2,550	\$ 2,040	\$ 1,530	\$ 1,020	\$ 510	\$ -	\$ 7,650
2013	(Est.) DPW - Redesign Cottage Street	\$ 250,000	\$ -	\$ 7,500	\$ 6,000	\$ 4,500	\$ 3,000	\$ 1,500	\$ -	\$ 22,500
2013	(Est.) DPW - Redesign Pine street	\$ 250,000	\$ -	\$ 7,500	\$ 6,000	\$ 4,500	\$ 3,000	\$ 1,500	\$ -	\$ 22,500
2013	(Est.) DPW Equip. - SnowMelter	\$ 232,000	\$ -	\$ 6,960	\$ 5,966	\$ 4,971	\$ 3,977	\$ 2,983	\$ 2,983	\$ 27,840
2013	(Est.) DPW Equip. - Replace H-55	\$ 170,000	\$ -	\$ 5,100	\$ 4,371	\$ 3,643	\$ 2,914	\$ 2,186	\$ 2,186	\$ 20,400
2013	(Est.) DPW Equip. - Replace H-42	\$ 110,000	\$ -	\$ 3,300	\$ 2,829	\$ 2,357	\$ 1,886	\$ 1,414	\$ 1,414	\$ 13,200
2013	(Est.) DPW Equip. - Recycling Packers	\$ 900,000	\$ -	\$ 27,000	\$ 23,143	\$ 19,286	\$ 15,429	\$ 11,571	\$ 11,571	\$ 108,000
2013	(Est.) DPW Equip - Log Loader	\$ 62,000	\$ -	\$ 1,860	\$ 1,488	\$ 1,116	\$ 744	\$ 372	\$ -	\$ 5,580
2013	(Est.) DPW Equip - LF-3	\$ 62,000	\$ -	\$ 1,860	\$ 1,594	\$ 1,329	\$ 1,063	\$ 797	\$ 797	\$ 7,440
2013	(Est.) Comm. Serv. - Cole North Field	\$ 450,000	\$ -	\$ 13,500	\$ 12,150	\$ 10,800	\$ 9,450	\$ 8,100	\$ 13,500	\$ 67,500
	BANs and Issue Costs	\$ -	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ 60,000	\$ -	\$ 360,000
	Bond Refunding (2)	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000
<b>Sub-Total (Gen'l Gov)</b>			<b>\$ 816,169</b>	<b>\$ 896,105</b>	<b>\$ 760,476</b>	<b>\$ 651,530</b>	<b>\$ 528,364</b>	<b>\$ 433,180</b>	<b>\$ 1,446,508</b>	<b>\$ 4,776,164</b>



# Town of Natick

Home of Champions

## Department: General Fund Debt Service - Interest

Year of Issue	Project	Amount Issued	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total Outstanding
			Interest	Interest	Interest	Interest	Interest	Interest	Balance	Interest
2004	Wilson Middle School	\$ 9,850,000	\$ 269,288	\$ 249,488	\$ 229,688	\$ 205,188	\$ 180,688	\$ 156,188	\$ 456,925	\$ 1,478,163
2004	Wilson Middle School	\$ 1,300,000	\$ 35,669	\$ 33,069	\$ 30,469	\$ 27,219	\$ 23,969	\$ 20,719	\$ 57,685	\$ 193,128
2004	Kennedy Middle School	\$ 1,000,000	\$ 8,000	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000
2008	Lilja School *Refunded	\$ 135,555	\$ 2,213	\$ 1,725	\$ 1,238	\$ 713	\$ 188	\$ -	\$ -	\$ 3,863
2008	Brown School *Refunded	\$ 469,310	\$ 4,650	\$ 2,863	\$ 1,400	\$ -	\$ -	\$ -	\$ -	\$ 4,263
2009	School Bldg Improvements	\$ 785,000	\$ 17,169	\$ 14,500	\$ 11,732	\$ 8,866	\$ 5,900	\$ 2,997	\$ -	\$ 43,995
2010	Kennedy Renovations	\$ 1,200,000	\$ 27,000	\$ 24,300	\$ 21,300	\$ 18,300	\$ 15,000	\$ 11,400	\$ 11,700	\$ 102,000
2010	Memorial Renovations	\$ 1,670,000	\$ 37,363	\$ 33,538	\$ 29,288	\$ 25,163	\$ 20,625	\$ 15,675	\$ 16,088	\$ 140,375
2011	High School - Construction	\$ 38,500,000	\$ 1,275,313	\$ 1,217,563	\$ 1,159,813	\$ 1,102,063	\$ 1,005,813	\$ 948,063	\$ 6,506,500	\$ 11,939,813
2011	High School - Plans	\$ 947,000	\$ 31,163	\$ 29,663	\$ 28,163	\$ 26,663	\$ 24,163	\$ 22,663	\$ 152,600	\$ 283,913
2011	High School - Design	\$ 520,000	\$ 17,013	\$ 16,113	\$ 15,213	\$ 14,313	\$ 13,063	\$ 12,313	\$ 84,500	\$ 155,513
2011	High School - Feasibility Study	\$ 118,000	\$ 3,100	\$ 2,350	\$ 1,600	\$ 1,000	\$ -	\$ -	\$ -	\$ 4,950
2011	Johnson Boilers	\$ 247,000	\$ 7,350	\$ 6,600	\$ 5,850	\$ 5,100	\$ 3,850	\$ 3,100	\$ 4,300	\$ 28,800
2011	Memorial Fire Alarm System	\$ 275,000	\$ 8,200	\$ 7,300	\$ 6,400	\$ 5,500	\$ 4,000	\$ 3,250	\$ 4,750	\$ 31,200
2011	Johnson Exterior Windows	\$ 110,000	\$ 3,150	\$ 2,700	\$ 2,400	\$ 2,100	\$ 1,600	\$ 1,300	\$ 1,900	\$ 12,000
2012	Johnson Repairs	\$ 203,000	\$ 6,560	\$ 5,900	\$ 5,000	\$ 4,100	\$ 3,200	\$ 2,000	\$ 1,000	\$ 21,200
2012	Johnson Repairs	\$ 90,000	\$ 2,850	\$ 2,550	\$ 2,100	\$ 1,650	\$ 1,200	\$ 800	\$ 400	\$ 8,700
2012	Kennedy School Equipment	\$ 220,000	\$ 7,150	\$ 6,450	\$ 5,400	\$ 4,500	\$ 1,800	\$ 2,400	\$ 1,200	\$ 21,750
2012	Johnson School Paving	\$ 75,000	\$ 2,250	\$ 1,950	\$ 1,500	\$ 1,050	\$ 600	\$ -	\$ -	\$ 5,100
2012	Lilja School *Refunded	\$ 7,490,000	\$ 10,912	\$ 14,550	\$ 11,910	\$ 8,560	\$ 4,660	\$ 1,440	\$ -	\$ 41,120
2012	Bennett-Hemenway School *Refunded	\$ 13,200,000	\$ 22,582	\$ 30,890	\$ 26,550	\$ 21,040	\$ 14,660	\$ 9,440	\$ 9,120	\$ 111,700
2013	(Est.) Kennedy - 6 Modular Classrooms	\$ 600,000	\$ -	\$ 18,000	\$ 9,000	\$ -	\$ -	\$ -	\$ -	\$ 27,000
2013	(Est.) Kennedy - Replace HVAC Units	\$ 300,000	\$ -	\$ 9,000	\$ 8,100	\$ 7,200	\$ 6,300	\$ 5,400	\$ 13,500	\$ 49,500
2013	(Est.) Kennedy - Replace Electrical Serv.	\$ 150,000	\$ -	\$ 4,500	\$ 3,857	\$ 3,214	\$ 2,571	\$ 1,928	\$ 1,929	\$ 18,000
Estimated	High School - Construction	\$ 2,500,000	\$ -	\$ 87,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 87,500
<b>Sub-Total (Schools)</b>			<b>\$ 1,798,941</b>	<b>\$ 1,708,059</b>	<b>\$ 1,597,011</b>	<b>\$ 1,483,084</b>	<b>\$ 1,324,976</b>	<b>\$ 1,213,746</b>	<b>\$ 7,308,667</b>	<b>\$ 14,635,543</b>
<b>General Fund Total</b>			<b>\$ 2,615,110</b>	<b>\$ 2,604,164</b>	<b>\$ 2,357,487</b>	<b>\$ 2,134,614</b>	<b>\$ 1,853,340</b>	<b>\$ 1,646,926</b>	<b>\$ 8,755,175</b>	<b>\$ 19,351,707</b>
<b>Total Amount Remaining</b>			<b>\$ 19,351,707 \$ 16,747,542 \$ 14,390,055 \$ 12,255,441 \$ 10,402,101 \$ 8,755,175 \$ -</b>							

### Summary of Debt - General Fund

	Fiscal Year 2013	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Issue	Total
General Fund Principal	\$ 7,511,321	\$ 7,901,367	\$ 7,442,947	\$ 6,581,099	\$ 6,363,969	\$ 5,526,259	\$ 42,120,072	\$ 75,935,713
General Fund Interest	\$ 2,615,110	\$ 2,604,164	\$ 2,357,487	\$ 2,134,614	\$ 1,853,340	\$ 1,646,926	\$ 8,755,175	\$ 19,351,707
<b>Total Annual Debt Service</b>	<b>\$ 10,126,431</b>	<b>\$ 10,505,531</b>	<b>\$ 9,800,434</b>	<b>\$ 8,715,713</b>	<b>\$ 8,217,309</b>	<b>\$ 7,173,185</b>	<b>\$ 50,875,247</b>	<b>\$ 95,287,419</b>
<b>Total Amount Remaining</b>	<b>\$ 105,413,850</b>	<b>\$ 95,287,419</b>	<b>\$ 84,781,888</b>	<b>\$ 74,981,454</b>	<b>\$ 66,265,741</b>	<b>\$ 58,048,432</b>	<b>\$ 50,875,247</b>	<b>\$ -</b>



# *Town of Natick*

Home of Champions

Department: Debt Service

## Leased Equipment

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
Police Motorcycles	\$ 14,220	\$ 14,985	\$ 15,000	\$ 15,000	0	0.00%
Motor Vehicle Excise Tax	\$ -	\$ -	\$ 750	\$ 750	0	0.00%
Mailing Equipment	\$ 23,846	\$ 23,605	\$ 24,250	\$ 24,250	0	0.00%
Copiers	\$ -	\$ 30,000	\$ 42,000	\$ 42,000	0	0.00%
<b>Purchased Services</b>	<b>\$ 38,066</b>	<b>\$ 68,590</b>	<b>\$ 82,000</b>	<b>\$ 82,000</b>	<b>0</b>	<b>0.00%</b>
<b>Total Leased Equipment</b>	<b>\$ 38,066</b>	<b>\$ 68,590</b>	<b>\$ 82,000</b>	<b>\$ 82,000</b>	<b>0</b>	<b>0.00%</b>



## ***Town of Natick***

Home of Champions

Department: Debt Service

Line-Item Detail

Narrative:

**Principal Payments:**

The requested budget amount of \$7,901,737 represents repayment of principal for multiple land acquisition, building projects, and capital improvements.

**Interest Payments:**

The requested budget amount of \$2,604,164 represents the respective interest payments associated with general obligation bonds issued for the projects referenced above.

**Bond Anticipation Notes:**

The requested budget amount of \$90,000 represents the estimated amount of interest associated potential short term borrowing. This amount also includes issue costs (bond counsel, financial advisor, rating agency fees, etc.) for authorized borrowings. (included within Interest payments total).

**Leased Equipment:**

Motorcycle leases for the Police Department \$15,000, Excise Tax for leased motorcycles \$750, leased postage / mail room equipment \$24,250, copier equipment for the copy center \$42,000. Total leased equipment budget \$82,000.



# Town of Natick

Home of Champions

Change since 1/2 -



## Department: Reserve Fund

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
Other Charges						
<b>Reserve for Appropriation</b>	0	0	400,000	<b>300,000</b>	-100,000	-25.00%
<b>Total Operating Expenses</b>	<b>0</b>	<b>0</b>	<b>400,000</b>	<b>300,000</b>	<b>-100,000</b>	<b>-25.00%</b>

<b>Total Reserve Fund</b>	<b>0</b>	<b>0</b>	<b>400,000</b>	<b>300,000</b>	<b>-100,000</b>	<b>-25.00%</b>
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### Budget Overview:

As provided for under M.G.L. Ch. 40, Section 6, every city or town in Massachusetts is allowed to maintain a reserve account or fund within their respective operating budget for "extraordinary or unforeseen expenditures." The Reserve Fund is under the control of the Finance Committee. Disbursements are made by department heads and/or the Town Administrator or the Superintendent requesting transfers be made to their respective budgets.

### Reserve Fund History Summary - FY 2006 through 2012

	2007	2008	2009	2010	2011	2012
<b>Appropriations</b>						
Spring Town Meeting	\$ 250,000	\$ 300,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000
Fall Town Meeting	\$ 63,500		\$ 76,000	\$ -	\$ -	\$ -
<b>Total Appropriation</b>	<b>\$ 313,500</b>	<b>\$ 300,000</b>	<b>\$ 476,000</b>	<b>\$ 400,000</b>	<b>\$ 400,000</b>	<b>\$ 400,000</b>
<b>Total Transfers</b>	<b>\$ (225,408)</b>	<b>\$ (220,912)</b>	<b>\$ (402,153)</b>	<b>\$ (208,774)</b>	<b>\$ (213,518)</b>	<b>\$ (174,119)</b>
<b>Ending Balance</b>	<b>\$ 88,092</b>	<b>\$ 79,088</b>	<b>\$ 73,847</b>	<b>\$ 191,226</b>	<b>\$ 186,482</b>	<b>\$ 225,881</b>

A detailed description of individual transfers is on the following page.



# Town of Natick

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Change since 1/2 -



Department: Reserve Fund

## Budget Detail:

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014	
					\$	%
<b>Reserve for Appropriation</b>	\$ -	\$ -	\$ 400,000	<b>\$ 300,000</b>	\$ (100,000)	-25.00%
<b>Other Charges</b>	\$ -	\$ -	\$ 400,000	\$ 300,000	\$ -	0.00%
<b>Total Reserve Fund</b>	\$ -	\$ -	\$ 400,000	\$ 300,000	\$ -	0.00%

## Reserve Fund History

This sheet shows the Reserve Fund transfers for FY 2008-FY 2012.

	2008	2009	2010	2011	2012
Original Appropriation	\$ 300,000	\$ 400,000	\$ 400,000	\$ 400,000	\$ 400,000
Revised Appropriation	\$ 300,000	\$ 476,000	\$ 400,000	\$ 400,000	\$ 400,000
Clerk - Salaries			\$ (13,500)		
Clerk - Election Coding	\$ (2,700)				
Comptroller - Audit (W-2)				\$ (30,000)	
Comptroller - Audit (School Activity)				\$ (32,000)	
DPW - Facility Repairs/Maintenance	\$ (134,000)	\$ (45,793)		\$ (2,518)	
DPW - Hurricane Irene					\$ (53,844)
DPW - Engineering - Pleasant Street		\$ (50,000)			
DPW - Charles River Dam Project		\$ (100,000)			
DPW - Town Hall & Fire/Police Boilers			\$ (105,653)		
Finance Committee - Salaries	\$ (2,700)				
Finance Committee - Printing			\$ (9,621)		
Fire - Overtime		\$ (23,000)	\$ (35,000)	\$ (120,000)	
Fire - Hurricane Irene					\$ (9,108)
Fire - Radios	\$ (6,559)				
Fire - Settlement (Labor)	\$ (16,181)				
Legal - FLSA Accounting Services	\$ (3,500)				
Morse Institute - Summer Cooling Hours					\$ (3,260)
Police - Dispatch Reconfiguration					\$ (65,000)
Police - Hurricane Irene					\$ (5,036)
School Department - HS Emergency Repairs		\$ (87,130)			
Selectmen - Home Condemnation and Arbitration					\$ (2,870)
Veterans - Financial Assistance	\$ (55,272)	\$ (96,230)	\$ (45,000)	\$ (29,000)	\$ (35,000)
<b>Year-End Balance</b>	<b>\$ 79,088.10</b>	<b>\$ 73,847.22</b>	<b>\$ 191,225.66</b>	<b>\$ 186,482.00</b>	<b>\$ 225,881.48</b>





# Town of Natick

Home of Champions

Change since 1/2 -



## Department: Facilities Management

### Appropriation Summary

	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ (+/-) % (+/-)	
<b>Salaries</b>						
<b>Personnel Services</b>	\$ -	\$ -	\$ 2,354,646	<b>\$ 2,530,974</b>	\$ 176,328	7.49%
<b>Total Salaries</b>	\$ -	\$ -	\$ 2,354,646	\$ 2,530,974	\$ 176,328	7.49%
<b>Operating Expenses</b>						
Other Services (Misc. )	\$ -	\$ -	\$ 14,350	\$ 14,350	\$ -	0.00%
Tech/Professional Services	\$ -	\$ -	\$ 110,634	\$ 110,634	\$ -	0.00%
<b>Total Operating Expenses</b>	\$ -	\$ -	\$ 124,984	\$ 124,984	\$ -	0.00%
<b>Total Facilities Management</b>	\$ -	\$ -	\$ 2,479,630	\$ 2,655,958	\$ 176,328	7.11%

### Purpose:

The Department of Facilities Management (DFM) is responsible for the coordination and care of all Town-owned buildings inclusive of those under the control of the Board of Selectmen, Library Trustees and School Committee. It coordinates for each building, except where noted, the following:

- custodial care/cleaning
- maintenance and repairs
- landscaping maintenance and pedestrian snow removal (landscaping in courtyards and to approx 20 feet from building and snow removal on walks to the property line)
- capital improvements
- procurement of necessary goods and services; such procurement shall be done in collaboration with the DPW director

### Goals:

- Develop realistic budgets on maintaining all town assets while striving to achieve level funded guidelines.
- Continue to protect and preserve the levels of cleanliness and service as expected by the general public and employees.
- Investigate and institute cost saving equipment, environmental friendly purchases, supplies and labor saving techniques in a combined effort to reduce operational costs.
- Explore renewable energy sources.



# ***Town of Natick***

Home of Champions

## **Department: Facilities Management**

### **Budget Overview:**

#### **I. Main Purpose of the Department**

As provided by section 37M of the Massachusetts General Laws the Natick School Committee and Board of Selectmen agreed to the creation of a joint municipal and school facilities management department that will be known as the Department of Facilities Management (DFM). A Memorandum of Agreement was signed between the two boards on March 12, 2012; the DFM became officially established effective July 1, 2012.

The Department of Facilities Management is the combination of the Custodial and Facilities Department of the Natick Public Schools and the Building Maintenance Division of the Department of Public Works. It is responsible for maintaining all 34 Town facilities 26 municipal buildings & facilities and 8 schools. This budget includes all personnel costs - including all custodians, trades people and supervisors. In addition, expenses related to contracted custodial cleaning are included. NOT included are any other type of building related expense - supplies, trades contracts, capital costs and energy are still budgeted separately within the Natick Public schools and the Department of Public Works as applicable.

The Department is governed by the Facilities Management Board (FMB) which is comprised of the Town Administrator and the Superintendent of Public Schools or their designee. They appoint a Director of Facilities Management who is responsible for running day-to-day operations of the Department and developing Operating and Capital budgets. The FMB sets the goals and direction for the DFM.

#### **II. Recent Developments**

Paul Comerford was hired to be the Facilities Management Director in late spring 2012. He has taken on the task of the consolidation, learned about the buildings and put in place a management team to assist him in running the varied and various facilities within the Town of Natick. Significant effort was expended to clean municipal and school facilities during the fall, ensure schools were ready to open on-time and most significantly, assist employees and users in bringing on-line the new Natick High School and Community-Senior Center.

#### **III. Current Challenges**

The department continues to evolve into a cohesive combination of to separate operations - one municipal and one school. Achieving a cohesive and efficient consolidated Department of Facilities Management continues to be a challenge for the new Director. In addition, the coming on line of the new Natick High School and the Community/Senior Center with state-of-the-art building systems continues to provide a challenge for the department.

#### **IV. Significant Proposed Changes for the Upcoming Fiscal Year and the Budget Impact**

The proposed Program Improvement Request to add a Maintenance IV worker with specialty in electrical work is crucial to bring expensive contracting in house, boost our Trades division and aid in our ability to take care of our community facilities. It is requested at \$50,000.

#### **V. On the Horizon**

Going forward, the budgeting methodology will continue to be evaluated to determine if further consolidation would be advantageous and/or more efficient. In addition, the Director, in conjunction with the FMB, will be tasked with development of Service Level Agreements for each facility.



# Town of Natick

Home of Champions

## Department: Facilities Management

### Natick Buildings Systems Summary

	#	% of buildings
<b>Overall</b>		
<b>Total Number of Buildings/Properties Managed &amp; Maintained</b>	<b>34</b>	
- Municipal Buildings/Properties	26	
- School Buildings/Properties	8	
<b>Total Square Footage of all Buildings</b>	<b>1,160,943</b>	
- Municipal Square Footage	387,943	
- School Square Footage	773,000	
<b>Utility Consumption (annual)</b>		
- Electric (kWH)	8,245,653	
- Natural Gas (therms)	308,919	
- Heating Oil (gallons)	195,412	
- Water* (HCF) *(partial - Municipal only)	4,916	
<b>Building Systems</b>		
<b>Climate</b>		
<b>- Heat</b>		
Oil	6	18%
Gas	21	62%
None	5	15%
Other	2	6%
<b>- Air Conditioning</b>		
Central	16	47%
Unit	9	26%
None	9	26%
<b>- Digital Controls (DDC) (Y/N)</b>	16	47%
<b>Electric</b>		
Single Phase	12	35%
Three-Phase	13	38%
Unknown	9	26%
<b>Solar Systems (# of buildings which <u>have</u> systems)</b>	6	18%
<b>Security Systems (# of buildings which <u>have</u> systems)</b>	20	59%
<b>Windows</b>		
Excellent	6	18%
Good	13	38%
Fair/Average	9	26%
Poor	6	18%
<b>Roof</b>		
Excellent	7	21%
Good	10	29%
Fair	16	47%
Poor	1	3%
<b>Fire Suppression/ Sprinklers (# of buildings which have Sprinklers)</b>	16	47%
<b>Users</b>		
Individuals in all School Buildings (average daily)	5973	
Average Hours of Operation (schools) (daily)	12.5	



# Town of Natick

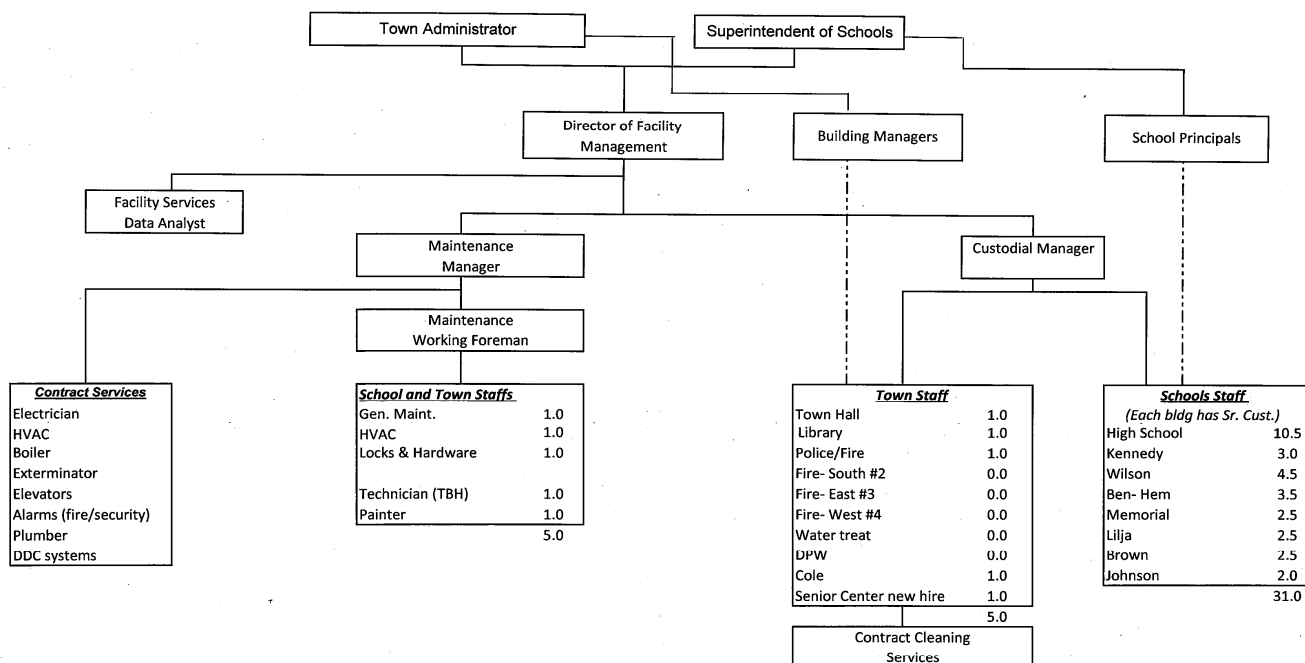
Home of Champions

## Department: Facilities Management

Staffing	2013	2014
Director of Facility Maintenance	1	1
Custodial Manager	1	1
Maintenance Manager	1	1
Assistant / Analyst	1	1
Assistant Senior Custodian	1	1
Senior Custodian III	1	1
Senior Custodian II	1	1
Senior Custodian I	6	6
Junior Custodian II	7	7
Junior Custodian I	15	15
Plumber	1	1
Maintenance Foreman	1	1
<b>Maintenance IV^</b>	<b>1</b>	<b>2</b>
Maintenance III	2	2
General Foreman	1	1
Custodian	4	4
Painter	1	1
<b>Total FTE</b>	<b>46</b>	<b>47</b>
<b>Total FT/PT</b>	<b>46 FT/OPT</b>	<b>47 FT/OPT</b>

^ Includes Program Improvement Request

## Organizational Chart



### Roles and responsibilities of each position:

#### Director of Facility Management: Facility Services Data Analyst:

Capital Planning  
Project Management  
Purchasing  
Bids, Specs & Quotes  
AHRA Coordinator

Data Analysis  
Work Order System  
Accounting (invoices, PO's)  
Payroll/ Vacation schedules  
Rental of facilities

#### Maintenance Manager:

Building Systems Operations & Repair  
Personnel Scheduling  
Contractor Scheduling  
New Building Systems and Training  
(High School & Senior Center)

#### Custodial Manager:

Manage Cleaning & Moving Services  
Personnel Scheduling  
Contractor Scheduling  
IPM Coordinator  
Supplies & Equipment



# Town of Natick

Home of Champions

Change since 1/2 -



Department: Facilities Management

Budget Detail:	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2012 vs. 2013 \$ (+/-) % (+/-)	
Salaries Supervisory	\$ -	\$ -	\$ 255,600	\$ 243,000	\$ (12,600)	-4.93%
Salaries Technical & Professional	\$ -	\$ -	\$ 48,000	\$ 53,000	\$ 5,000	10.42%
<b>Salaries Operational Staff ^</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,848,919</b>	<b>\$ 2,021,476</b>	<b>\$ 172,557</b>	<b>9.33%</b>
Salaries Part-Time Operational	\$ -	\$ -	\$ 35,015	\$ 31,421	\$ (3,594)	-10.26%
Operational Staff Add. Comp	\$ -	\$ -	\$ 41,370	\$ 53,820	\$ 12,450	30.09%
Operational Staff Overtime	\$ -	\$ -	\$ 125,742	\$ 128,257	\$ 2,515	2.00%
<b>Personnel Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,354,646</b>	<b>\$ 2,530,974</b>	<b>\$ 176,328</b>	<b>7.49%</b>
Clothing Allowance Oper. Staff	\$ -	\$ -	\$ 14,350	\$ 14,350	\$ -	0.00%
<b>Other Services (Misc. )</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 14,350</b>	<b>\$ 14,350</b>	<b>\$ -</b>	<b>0.00%</b>
Contractual Svs - Cleaning	\$ -	\$ -	\$ 110,634	\$ 110,634	\$ -	0.00%
<b>Tech/Professional Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 110,634</b>	<b>\$ 110,634</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Total - Facilities Management</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,479,630</b>	<b>\$ 2,655,958</b>	<b>\$ 176,328</b>	<b>7.11%</b>

^ Includes Program Improvement Request

## Line-Item Detail

### Personnel Services:

**Salaries: Supervisory:** To fund three (3) the positions of Director of Facilities Maintenance, Custodial Manager and Maintenance Manager who oversees this division.

**Salaries: Technical/Professional:** To fund one (1) position of Data Analyst.

**Salaries: Operational Staff:** To fund forty-three (43) employees who maintain and care for town buildings.

**Salaries: Part Time Operational:** This fund is for extra help during summer vacations and for Police Details for Municipal buildings and Summer Maintenance Personnel for the Natick Public Schools.

**Operational Staff Additional Compensation:** This fund is for longevity and temporary upgrades per union contract.

**Operational Staff Overtime:** This fund is for emergencies and callbacks after normal operating hours for Municipal buildings, and Building Security & Substitutes and Rental of Facilities Overtime for the Natick Public Schools.

### Other Services (Misc.):

**Clothing Allowance/Operational Staff:** This fund is for the clothing allowance per union agreement.

### Technical & Professional Services:

**Contractual Services – Custodian:** This fund is for the cleaning, set-ups and maintenance of the Senior Center, Fire Station, Police Station, Morse Library, Town Hall and Public Works complex by the outside contractor.



# Town of Natick

Home of Champions

## Department: Facilities Management

The following table shows the comparative budget for those items currently in the Public Schools and Public Works vs. the FY 2013 Budget request for Facilities Management.

Comparative Budget Detail:	2011 Actual	2012 Actual	2013 Appropriated	2014 Preliminary	2013 vs. 2014 \$ (+/-) % (+/-)	
Salaries Supervisory	\$ 259,682	\$ 209,754	\$ 255,600	\$ 243,000	\$ (12,600)	-4.93%
Salaries Technical & Professional	\$ -		\$ 48,000	\$ 53,000	\$ 5,000	10.42%
Salaries Operational Staff	\$ 1,777,151	\$ 1,821,381	\$ 1,848,919	\$ 2,021,476	\$ 172,557	9.33%
Salaries Part-Time Operational	\$ -		\$ 35,015	\$ 31,421	\$ (3,594)	-10.26%
Supervisory Staff Add'l Comp	\$ 8,435		\$ -	\$ -	\$ -	0.00%
Operational Staff Add. Comp	\$ 2,450	\$ 7,187	\$ 41,370	\$ 53,820	\$ 12,450	30.09%
Operational Staff Overtime	\$ 148,455	\$ 139,590	\$ 125,742	\$ 128,257	\$ 2,515	2.00%
<b>Personnel Services</b>	<b>\$ 2,196,173</b>	<b>\$ 2,177,912</b>	<b>\$ 2,354,646</b>	<b>\$ 2,530,974</b>	<b>\$ 176,328</b>	<b>7.49%</b>
Clothing Allowance Oper. Staff	\$ 2,100	\$ 14,350	\$ 14,350	\$ 14,350	\$ -	0.00%
<b>Other Services (Misc. )</b>	<b>\$ 2,100</b>	<b>\$ 14,350</b>	<b>\$ 14,350</b>	<b>\$ 14,350</b>	<b>\$ -</b>	<b>0.00%</b>
Contractual Svs - Cleaning	\$ 95,938	\$ 91,829	\$ 110,634	\$ 110,634	\$ -	0.00%
<b>Tech/Professional Services</b>	<b>\$ 95,938</b>	<b>\$ 91,829</b>	<b>\$ 110,634</b>	<b>\$ 110,634</b>	<b>\$ -</b>	<b>0.00%</b>
<b>Total - Facilities Management</b>	<b>\$ 2,294,211</b>	<b>\$ 2,284,091</b>	<b>\$ 2,479,630</b>	<b>\$ 2,655,958</b>	<b>\$ 176,328</b>	<b>7.11%</b>



# Town of Natick

## Personnel Staffing Sheets

Department Facilities Management

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
										Other Compensation				
Emp. #	Name	Work Location		FTE	Differential	FY 13 Step	FY 14 Step	Hourly	Base Pay	Stipend	Differential	Longevity	Budget Salary	Account Number
<b>Salaries Management</b>										<b>MUNIS Code 5111</b>				
44462	Paul Comerford	System	Facility Director	1.0	N/A	N/A	N/A	50.4808	105,000.00		-	0.00	105,000.00	
44479	Kevin Coxall	System	Facility Manger	1.0	N/A	N/A	N/A	35.0962	73,000.00		-	0.00	73,000.00	
2588	James Lavezzo	System	Custodial Manager	1.0	N/A	N/A	N/A	31.2500	65,000.00		-	0.00	65,000.00	
<b>Total Salaries Management</b>													<b>243,000.00</b>	<b>0145001 511200</b>
<b>Salaries Technical/Professional</b>										<b>MUNIS Code 5123</b>				
44510	Stephanie Luz	System	Assistant / Analyst	1.0	N/A	N/A	N/A	25.4808	53,000.00		-	0.00	53,000.00	
<b>Total Salaries Management</b>													<b>53,000.00</b>	<b>0145001 511400</b>
<b>Salaries Operational</b>										<b>MUNIS Code 5113</b>				
8710	David Moores, Jr	Ben-Hem / Lilja	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
505	Robert Valle	Ben-Hem	Cust Sr III	1.0	Day	8.0	8.0	25.1773	57,418.55	5,000.00	-	1600.00	64,018.55	
41047	Robert Harris	Ben-Hem	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	42,520.05		1,040.00	800.00	44,360.05	
42128	Mark D'Agostino	Ben-Hem	Cust Jr I	1.0	Afternoon	6.0	7.0	19.5405	40,644.34		1,040.00	0.00	41,684.34	
3201	James Hill	Brown Elementary	Cust Sr I	1.0	Day	8.0	8.0	22.7776	47,377.45		-	1200.00	48,577.45	
42572	Gerard Lindsey	Brown Elementary	Cust Jr II	1.0	Afternoon	7.0	8.0	20.4423	42,520.05		1,040.00	0.00	43,560.05	
44557	Greg White	Brown / Kennedy	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
2336	Shawn Gilbert	Johnson	Cust Sr I	1.0	Day	8.0	8.0	22.7776	47,377.45		-	1200.00	48,577.45	
43456	Patrick Kenney	Johnson / High School	Cust Jr I	0.5	Night	5.0	6.0	18.9761	19,735.12		780.00	0.00	20,515.12	
8710	David Moores, Jr	Lilja / Ben-Hem	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
2422	Timothy Repella	Lilja	Cust Sr I	1.0	Day	8.0	8.0	22.7776	47,377.45		-	1600.00	48,977.45	
7133	Luis Galan	Lilja	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	42,520.05		1,040.00	400.00	43,960.05	
2463	Edward Harvey	Memorial	Cust Sr I	1.0	Day	8.0	8.0	22.7776	47,377.45		-	1600.00	48,977.45	
7130	Michael Allen	Memorial	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	42,520.05		1,040.00	400.00	43,960.05	
N/A	Vacant	Memorial / Wilson	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
<b>Total Elementary School</b>				<b>12.5</b>					<b>546,542.40</b>	<b>5,000.00</b>	<b>8,060.00</b>	<b>8800.00</b>	<b>568,402.40</b>	<b>0145001 511300</b>
44557	Greg White	Kennedy / Brown	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
40037	Carlos Famanía	Kennedy	Cust Sr I	1.0	Day	8.0	8.0	22.7776	47,377.45		-	800.00	48,177.45	
7127	Jeffrey Bastien	Kennedy	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	42,520.05		1,040.00	400.00	43,960.05	
43576	Deirdre Miller	Kennedy	Cust Jr I	1.0	Afternoon	5.0	6.0	18.9761	39,470.25		1,040.00	0.00	40,510.25	
2944	Leonard LaRosa	Wilson	Cust Jr II	1.0	Afternoon	8.0	8.0	20.4423	42,520.05		1,040.00	800.00	44,360.05	
41620	Lawrence Chapski	Wilson	Cust Jr I	1.0	Afternoon	8.0	8.0	19.9304	41,455.22		1,040.00	400.00	42,895.22	
42265	David Rodrigues	Wilson	Cust Sr II	1.0	Day	8.0	8.0	23.8333	49,573.31		-	0.00	49,573.31	
42983	James Wight	Wilson	Cust Jr I	1.0	Afternoon	2.0	3.0	17.1565	35,685.52		1,040.00	0.00	36,725.52	
N/A	Vacant	Wilson / Memorial	Cust Jr I	0.5	Afternoon	1.0	2.0	16.6237	17,288.60		520.00	0.00	17,808.60	
<b>Total Middle School</b>				<b>8.0</b>					<b>333,179.03</b>		<b>5,720.00</b>	<b>2400.00</b>	<b>341,819.03</b>	<b>0145001 511300</b>
2289	David Moores	High School	Cust Sr III	1.0	Day	8.0	8.0	26.1773	54,448.73		-	1600.00	56,048.73	
2590	John Zicko	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	41,455.22		1,560.00	1600.00	44,615.22	
293	Peter Henderson	High School	Cust Assistant, Sr I	1.0	Night	8.0	8.0	23.8333	49,573.31		1,560.00	1600.00	52,733.31	
41028	Walter Assenchoa	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	41,455.22		1,560.00	800.00	43,815.22	
40037	Gilberto Famanía	High School	Cust Jr II	1.0	Night	8.0	8.0	20.4423	42,520.05		1,560.00	400.00	44,480.05	
42462	Chris Fowler	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	41,455.22		1,560.00	0.00	43,015.22	
42536	Mark Plant	High School	Cust Jr II	1.0	Day	8.0	8.0	20.4423	42,520.05		-	0.00	42,520.05	
42564	Ismael Calderon	High School	Cust Jr I	1.0	Night	8.0	8.0	19.9304	41,455.22		1,560.00	0.00	43,015.22	



# Town of Natick

## Personnel Staffing Sheets

Department Facilities Management

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
										Other Compensation				
Emp. #	Name	Work Location		FTE	Differential	FY 13 Step	FY 14 Step	Hourly	Base Pay	Stipend	Differential	Longevity	Budget Salary	Account Number
43456	Patrick Kenney	High School / Johnson	Cust Jr I	0.5	Night	5.0	6.0	18.9761	19,348.16		780.00	0.00	20,128.16	
3711	Robert Lubinski	High School - Kitchen	Cust Jr I	1.0	Day	8.0	8.0	19.9304	41,455.22		-	500.00	41,955.22	
3815	John Ramalho	High School - Truck	Cust Jr I	1.0	Day	8.0	8.0	19.9304	41,455.22		-	800.00	42,255.22	
Total High School				10.5					457,141.58		10,140.00	7300.00	474,581.58	0145001 511300
2169	James Graham	Maintenance	Foreman Sr III	1.0	Day	8.0	8.0	25.1525	52,317.17		-	1600.00	53,917.17	
2336	Chris Gilbert	Maintenance	Maintenance III	1.0	Day	8.0	8.0	24.1851	50,305.05		-	1600.00	51,905.05	
40085	Ron Rutkowski	Maintenance	Maint Mech IV	1.0	Day	8.0	8.0	31.2524	65,004.98		-	800.00	65,804.98	
42843	David Morrison	Maintenance	Maint Mech IV	1.0	Day	6.0	7.0	30.6411	63,733.50		-	0.00	63,733.50	
Vacant^ Maintenance Maint Mech IV				1.0	Day				50,000.00		-	0.00	50,000.00	
3594	Carolyn Mellish	Maintenance	Maintenance III	1.0	Day	8.0	8.0	24.1851	50,305.05		-	800.00	51,105.05	
3923	Jeffrey Carter	Town Hall	Sr Cust II	1.0	Day	7.0	8.0	23.8333	49,573.31		-	800.00	50,373.31	
43358	Christopher Jordan	Senior/Comm Center	Sr Cust I	1.0	Day	7.0	8.0	22.7776	47,377.45		-	0.00	47,377.45	
42319	Oscar Otero	Fire/Police Station	Sr Cust I	1.0	Day	7.0	8.0	22.7776	47,377.45		-	0.00	47,377.45	
43614	Edward Porter	Maint / Painter	Sr Cust I	1.0	Day	6.0	7.0	22.3323	46,451.16		-	0.00	46,451.16	
43518	David Rines	Library	Sr Cust I	1.0	Day	4.0	5.0	21.0462	43,776.03		-	0.00	43,776.03	
6136	Rodney Spinazola	Cole Center	Sr Cust II	1.0	Day	7.0	8.0	22.8133	47,451.71		-	800.00	48,251.71	
Total Maintenance				12.0					613,672.84		-	6400.00	620,072.84	0145001 511300
Sub-Total Salaries Custodial & Maintenance									1,950,535.85					
Substitutes and Additional Work									65,577.00					
Rental of Facilities OT - Revolving 01075 510000									23,713.00					
Seasonal Maintenance Personnel									-					
Clothing Allowance									12,250.00					
Truck Driver - Revolving 123560 5001									(30,600.00)					
Total Salaries Custodial & Maintenance				43.0					2,021,475.85	5,000.00	23,920.00	24900.00	2,075,295.85	
										Total Other Comp.:		53820.00		
Salaries Part-Time Operational													31,421.00	
Overtime													128,257.00	
Total Facilities Management				47.0									2,530,973.85	